WuXi XDC Cayman Inc.

藥明合聯生物技術有限公司*

(Incorporated in the Cayman Islands with limited liability)

Stock Code: 2268

* *For identification purpose only*





2025 Environmental, Social and Governance Report

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A MESSAGE FROM OUR CEO



Excellent ESG practices are the cornerstone for driving innovation, building trust, and achieving sustainable growth. In 2025, WuXi XDC continued to deeply integrate ESG principles into every aspect of its strategy and operations. Through robust governance, green operations, technological innovation, and the fulfillment of social responsibilities, we are leading the sustainable development of the global bioconjugates CRDMO industry, continuously creating long-term value for all stakeholders.

In 2025, we were honored to receive several authoritative recognitions: Morningstar Sustainalytics awarded us a "Low Risk" ESG Corporate Risk Rating, affirming our outstanding performance in risk management and sustainable development; our Wind ESG Rating was maintained at "A" level, highlighting our continued leadership in ESG governance and practices; and winning the "Best ESG Newcomer Award" at the 8th China Excellence IR Awards reflects the capital market's high recognition of our transparent communication and ESG value management capabilities. These honors belong to all WuXi XDC colleagues and are inseparable from the steadfast support of our partners and stakeholders.

A MESSAGE FROM OUR CEO

DEEPENING GOVERNANCE EXCELLENCE FOR SUSTAINABLE DEVELOPMENT

Excellent corporate governance is the corner stone for WuXi XDC's steady and enduring journey. In 2025, we continued to refine our top-level governance structure led by the Board of Directors and the ESG Committee, closely aligning ESG key issue improvement goals with our core corporate strategy. We further strengthened our global compliance and risk management system, embedding business ethics, anti-corruption, data security, and intellectual property protection into every employee's code of conduct through systematic training, audits, and assessments. The "Low Risk" rating from Sustainalytics serves as international validation of our rigorous risk control mechanisms, transparent information disclosure, and high-standard business ethics practices. We are committed to building a governance system characterized by scientific decision-making, efficient operations, and clear accountability, ensuring the Company maintains strategic focus and business resilience in a complex environment.

ENHANCING ESG MANAGEMENT AND RESPONSIBILITY INTEGRATION

ESG management is a long-term endeavor requiring continuous improvement. In 2025, we further elevated the systematic and professional level of our ESG management. We optimized ESG data collection and accounting processes to ensure the accuracy and comparability of disclosed information; strengthened collaboration with various business departments to more deeply integrate ESG performance into departmental assessments and decision-making processes; and actively benchmarked against mainstream international ESG standards and frameworks to continuously improve the standardization and foresight of our management. We believe that only through institutionalized, process-driven, and meticulous management can ESG commitments be translated into measurable, trackable, and improvable tangible results.

DRIVING THE ENGINE OF TECHNOLOGICAL INNOVATION TO EMPOWER ESG VALUE CREATION

Aligning innovation with sustainability is essential to delivering long-term value. In 2025, we continued to increase investment, leveraging technological innovation to empower green process development, enhance R&D and manufacturing efficiency, and optimize energy resource allocation in laboratories and factories. By utilizing innovative conjugation technology platforms, X-LinC linker technology, and payload-linker technologies such as WuXiTecan-1 and WuXiTecan-2, we not only accelerated our clients' new drug development processes but also significantly reduced the environmental footprint of our own operations. We are committed to incorporating ESG dimensions into the evaluation system for technological innovation, ensuring that each of our technological advancements simultaneously contributes to a more efficient, cleaner, and more responsible industrial future. Moving forward, we will continue to build on technological innovation and actively embrace AI to ensure we maintain industry leadership amid the technological wave.

A MESSAGE FROM OUR CEO

STRENGTHENING SOCIAL RESPONSIBILITY COMMITMENTS AND TALENT DEVELOPMENT

A strong sense of social responsibility and a clear corporate mission should underpin every decision. In 2025, we further reinforced our commitment to social responsibility. In terms of employee care, we continued to foster a diverse, equitable, and inclusive work environment, systematically advancing organizational development and talent cultivation, and providing comprehensive support for employees' career growth. We firmly believe that the growth of our employees is the Company's most valuable asset. We successfully held the "Family Day & 2nd Anniversary of Listing Health Run" event. This cross-regional celebration not only allowed employees and their families to share the joy of the Company's growth but also vividly demonstrated our people-oriented corporate culture, enhancing team cohesion and sense of belonging. This embodies the core of our social responsibility: starting with caring for every employee and their families around us, we spread warmth and positive energy.

IMPROVING THE GREEN OPERATION SYSTEMS TO SAFEGUARD ECOLOGICAL BEAUTY

Transitioning to green, low-carbon practices is central to achieving high-quality development and fundamental to building a modern society where people and nature thrive together. In 2025, WuXi XDC integrated green principles throughout the entire process of R&D, production, and operations. By optimizing our energy management system and production processes, increasing the proportion of renewable energy application, and implementing resource recycling projects, we effectively reduced energy consumption, water consumption, and greenhouse gas emissions per unit of output value. Furthermore, we extended our environmental responsibility to the supply chain, collaborating with partners to advance green procurement, site construction, and low-carbon logistics. These efforts are not only our practical actions in addressing climate change but also a firm commitment to green operations, contributing viable pathways for the industry's transition towards green and low-carbon development.

LOOKING AHEAD: EMBARKING ON A NEW SUSTAINABLE JOURNEY TOGETHER

Looking forward, the path to sustainable development requires relentless progress. In 2026 and beyond, WuXi XDC's ESG strategy will continue to evolve. With a grander vision and more solid actions, leveraging AI as a key enabler, we will promote the comprehensive integration of ESG with our business strategy:

Reinforcing Governance Leadership: Continuously optimize the ESG governance structure, explore linking longer-term sustainable development goals with executive incentives, and set new benchmarks for responsible industry governance.

Elevating Environmental Goals: Formulate and advance more ambitious resource conservation targets, actively assess and address climate-related risks and opportunities, and strive to achieve greater positive environmental impact in our operations.

Deepening Technology for Good: Intensify the application of AI and other digital technologies, and explore leveraging our innovative technology platforms to help address broader healthcare challenges.

Fostering Talent Development: Continue investing in talent development, build a world-class talent development system, build a sustainable development hub that attracts and retains top talent, and achieve mutual growth for employees and the Company.

Expanding Ecosystem Synergy: Deepen partnerships with clients, suppliers, investors, and others to jointly build a healthier, fairer, and more sustainable bioconjugates industry ecosystem.

WuXi XDC will continue to uphold the vision of "Linking Innovation to Health" and steadfastly follow the path of sustainable development. We sincerely thank our clients for their trust, our partners for their collaboration, our employees for their dedication, and all stakeholders for their attention and support. Let us continue to work together to create greater value for industry development and patient well-being, and to build a healthier, more inclusive, and vibrant sustainable future.

Dr. Jimmy Li
Chief Executive Officer, WuXi XDC
Chairman, ESG Committee

2025 HIGHLIGHTS

Strengthening Governance
100% Sites conducted internal audit on business ethics
100% Sites conducted risks assessments
100% of Board Directors and employees participated in training on ethical standards and anti-corruption
100% of the number of audited/assessed suppliers involved in **corrective action or capacity building**
100% Targeted suppliers with contracts that include environmental and social clauses
100% of operational sites obtained ISO 27001 certification
Contributing to Society
252 iCMC Projects
640+ Global partners
Achieves **GMP release** of newly launched DP3 facility at Wuxi Site
Achieves **mechanical completion** at Singapore Site
Successfully implemented the novel **WuXiTecan technology platform**
Volunteer team collectively participated in community service activities **72** instances, contributing a total of **432** volunteer hours
Empowering our People
52% Female employees
38% Female employees in senior management*
100% Sites received an employee health & safety risk assessment
0 lost of work days in 3 years
Obtained ISO 45001 Occupational health & safety management certification
Environmental Sustainability
70% Reduction in GHG emission intensity (Scope 1 and Scope 2) from base year of 2021
100% Sites received environmental risk assessment
100% Compliant waste and wastewater treatment
71% Reduction in water consumption intensity from base year of 2021

* The proportion of senior management at the Company level.

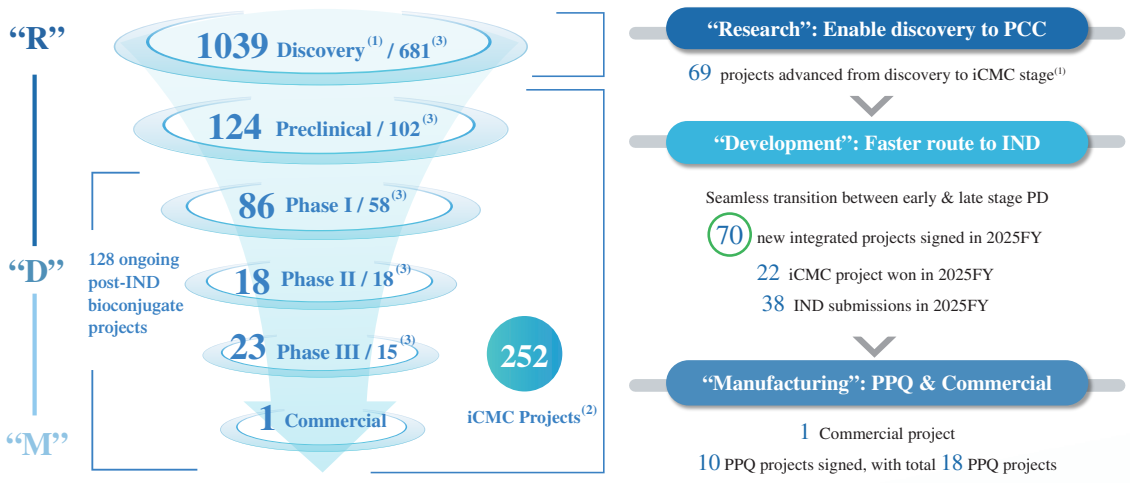
WuXi XDC operates a fully integrated CRDMO platform delivering end-to-end discovery, development, and manufacturing services for ADCs (antibody-drug conjugates) and other innovative bioconjugates. By offering a unified, one-stop service platform with all services located within an hour's drive, we enable rapid development and manufacturing of these complex modalities, significantly reducing timelines by half.

Our global network, powered by over 2,600 skilled employees, is committed to delivering expert-driven, high-quality, and right-first-time project execution. Through our comprehensive, open-access platform, we provide the most advanced capabilities and technologies, empowering our biopharmaceutical partners to accelerate the development of groundbreaking therapies that benefit patients around the world.

We drive innovation in conjugation and payload-linker technology, optimizing DAR and linker stability while ensuring safety. Our technology platform, strengthened by strategic industry partnerships, accelerates bioconjugate development and breakthrough advancements, propelling the progress of ADCs from concept to reality.

The Company's ADC CRDMO business model continued to fuel robust growth, guided by its "Enable — Follow — Win" strategy. As of the end of the Reporting Period, the Company had executed a cumulative total of 1,039 discovery projects and had 252 ongoing integrated projects, spanning Preclinical (124), Phase I (86), Phase II (18), Phase III (23), and one Commercial project, demonstrating the Company's strong project-transformation capabilities and high customer retention.

Number of Projects Through " *Enable – Follow – Win* " Strategy



COMPANY OVERVIEW

We continue to advance our global development strategy, the "Three Pillars", to drive long-term growth. In 2025, we achieved mechanical completion of our Singapore manufacturing site, which accelerates global bioconjugate capacity and enables end-to-end GMP production from preclinical to commercial stages. We also secured GMP release of the new DP3 facility at Wuxi site, further expanding drug product output to meet global client demand.

OUR VISION

"Linking innovation to health" by offering an open-access platform with the most comprehensive capabilities and technologies in the global ADC and XDC (other novel bioconjugate) industry.

OUR MISSION

To continuously enhance our platform, propel and transform the development of the bioconjugate industry, enable global biopharmaceutical partners and benefit patients worldwide.

BUSINESS PERFORMANCE

Revenue: increased by 46.7% YoY

Gross Profit: increase by 72.5% YoY

The total number of integrated projects increased from 194 to 252

AWARDS AND RECOGNITIONS

We actively align with a series of internationally recognized sustainability goals and initiatives, including SDGs (Sustainable Development Goals), UNGC (United Nations Global Compact), ESG+20, SBTi (Science Based Targets initiative), PSCI (Pharmaceutical Supply Chain Initiative), and WEPs (Women's Empowerment Principles). In 2025, our continued commitment to these frameworks was further reinforced through multiple external recognitions and industry awards.



World ADC "Best CDMO Champion" and "Best CRO Champion"



Winner of Multiple Honors at the 2025 "Asia-Pacific Biopharmaceutical Excellence Awards"

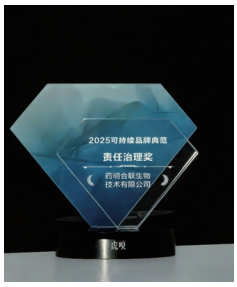


ESG Rising Star Award from 8th China IR Annual Awards 2024–2025



"Best ESG" from Extel (Formerly "Institutional Investor")

AWARDS AND RECOGNITIONS (Continued)



2025 Sustainable Brand Pioneer — Responsible Governance Award by Huxiu

Rated
MORNINGSTAR | SUSTAINALYTICS

Sustainalytics low risk

Wind ESG
WUXI XDC
2025 Rating
AAA AA A BBB BB B CCC
A

Wind ESG Rated A

ISO

ISO 22301	Business Continuity Management
ISO 27001	Information Security Management
ISO 20400	Sustainable Procurement
ISO 45001	Occupational Health and Safety Management
ISO 14001	Environmental Management
ISO 14064	GHG Emissions Verification

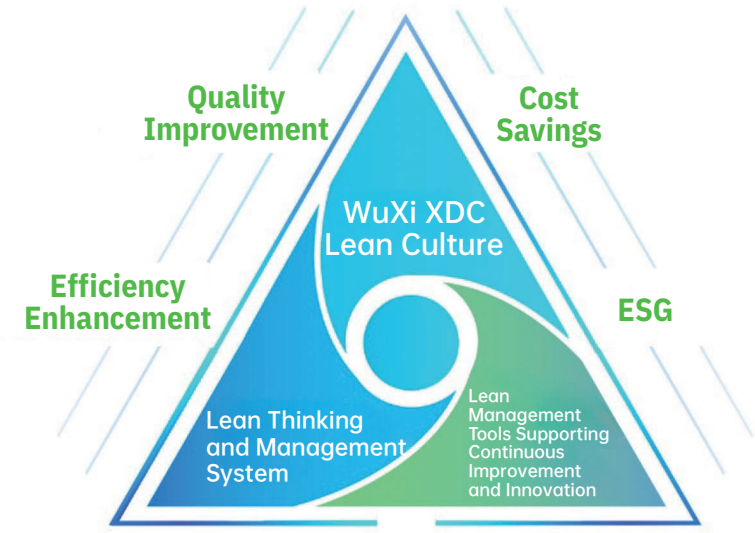
EXCELLENT PRODUCTION AND OPERATION PROMOTE SUSTAINABILITY

WHY WBS

The WuXi Business System (WBS) is WuXi XDC's lean management system and core execution framework for continuous improvement. It serves not only as an operational excellence methodology, but also as a structured system that connects strategy, execution, and cultural alignment across the organization.

WBS places customer-centricity at the core of its strategic logic and operates through four integrated dimensions — **Plan, Process, Performance, and People**. It provides a systematic working model that drives the closed loop of "**strategy — deployment — execution — monitoring — improvement**," ensuring that strategic objectives are translated into actionable initiatives and sustained outcomes.

Through structured tools and disciplined application, WBS supports process optimization, cost control, productivity improvement, quality enhancement, talent development, and ESG integration. By embedding these principles into daily operations, WBS enables WuXi XDC to strengthen operational competitiveness while building a resilient and sustainable management foundation.



EXCELLENT PRODUCTION AND OPERATION PROMOTE SUSTAINABILITY

HOW WBS EMPOWERS OUR SUSTAINABILITY

WBS advances sustainability by embedding improvement tools directly into frontline execution. Through structured Kaizen activities, Good Idea (GI) initiatives, and standardized problem-solving methodologies, WuXi XDC systematically identifies ESG-related improvement opportunities, including reductions in carbon emissions, water consumption, waste generation, and material usage. Sustainability improvements are therefore driven by operational optimization rather than treated as separate initiatives.

WBS tools enable teams to analyze processes, eliminate inefficiencies, and improve resource utilization across production, laboratories, and support functions. By integrating performance tracking and standardized execution mechanisms, improvement actions are deployed, monitored, and sustained in alignment with business priorities.

In addition, WBS strengthens organizational capability and execution discipline. Rather than focusing solely on technical improvement, WBS enhances managerial logic, structured thinking, and strategic execution. Under the leadership dimension, WuXi XDC continues to develop management capabilities through initiatives such as the WBS Talent Training Camp, ACP certification programs, Improvement Week activities, and EC training camps, reinforcing a culture of "strategy-to-execution" alignment and continuous improvement across all levels of the organization.

WBS ACHIEVEMENTS IN 2025

In 2025, WuXi XDC continued to leverage WBS-driven improvement initiatives to enhance operational efficiency and cost management. Through structured Kaizen activities and frontline-driven improvement initiatives, the Company optimized energy use, material consumption, process efficiency, and cost structure across its major sites.

During the Reporting Period, WuXi XDC implemented:

- **137** ESG-focused Kaizen projects
- **35** Good Idea (GI) initiatives

WBS ACHIEVEMENTS IN 2025 (Continued)

Through WBS, we has formed a comprehensive improvement framework spanning site-level energy optimization to laboratory- and process-level refinements. These initiatives were rolled out across Shanghai and Wuxi sites, covering production workshops, R&D laboratories, and office areas. In 2025, ESG Kaizen projects involved approximately RMB7.38 million in direct improvement investments, while GI initiatives represented an additional RMB1.80 million. The Company's total ESG-related investment in 2025 reached approximately RMB91.80 million, including site-level infrastructure upgrades and standardized system improvements.

To further embed this approach and deepen employee engagement, WuXi XDC organized a series of activities focused on WBS culture throughout the year.

WBS Culture Month

In 2025, WuXi XDC launched its first WBS Culture Month to accelerate WBS adoption and strengthen frontline engagement. This company-wide program focused on sharing practical improvement experiences, introducing new WBS tools, and addressing real operational challenges raised by the frontline.

Throughout the month, WuXi XDC organized a series of activities, including standardized on-site improvement games, the CEO Kaizen Week, cross-functional improvement projects, and best-practice sharing sessions. Senior management and frontline staff jointly participated in improvement activities, reinforcing leadership involvement and hands-on problem-solving.

The WBS Culture Month also provided a platform to showcase standout frontline improvement projects and to demonstrate new WBS tools through clear, practical case studies. By promoting transparency, collaboration, and continuous learning, the initiative consolidated WBS culture across WuXi XDC and emphasized the frontline's pivotal role in driving operational excellence and sustainable development.



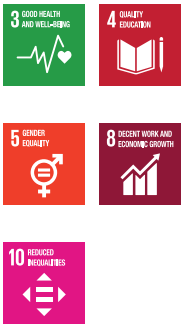
ESG STRATEGY AND UN SDGs

WuXi XDC firmly believes that achieving balanced development of economy, society, and environment is the cornerstone of long-term corporate success. While pursuing business growth, we also actively fulfill our social responsibilities. Leveraging our core competencies and aligning with the demands and expectations of our stakeholders, we keep pace with industry trends and frame our ESG strategy around four leadership themes: strengthening governance, contributing to society, empowering our people, and environmental sustainability. We are committed to global sustainability goals and strive to create shared value through responsible business practices and innovative solutions.



ESG TARGETS AND PROGRESS

WuXi XDC actively supports the United Nations Sustainable Development Goals (SDGs). We closely align our ESG strategy with material topics and associated KPIs and targets, and take concrete actions on identified priorities, thereby fulfilling our responsibilities as a global corporate citizen.

	Topics	Goals and Targets	2025 Progress	Related SDGs
Strengthening Governance	Business Ethics	Maintain 100% anti-corruption training coverage every year	Achieved	
	Green Supply Chain	Ensure that 100% of suppliers sign the *Code of Business Conduct and the Ethics of WuXi Biologics Business Partner* every year	Achieved[1]	
		Ensure 100% of procurement staff trained on sustainable procurement	Achieved	
Contributing to Society	Volunteerism and Donation	Continually expand community involvement, employee volunteer hours and charitable donations	Achieved: Participated in multiple public welfare and charitable activities	
Empowering Our People	Talent Development	Ensure that 100% of employees receive training every year	Achieved	
	Occupational Health and Safety	Keep the Lost Time Incident Rate (LTIR) ≤0.074	Achieved	

[1] New suppliers refer to the ones contracted in 2025 and all existing significant suppliers signed.

ESG TARGETS AND PROGRESS (Continued)

	Topics	Goals and Targets	2025 Progress	Related SDGs
Environmental Sustainability	Climate Change and Energy Saving	Mid-term Goal: Reduce Scope 1 and 2 Greenhouse Gases (GHG) emissions intensity by 50% by 2030 from the baseline year 2021 (tonnes/RMB10,000) Long-term Goal: Achieve net-zero emissions from overall operations by 2050	On Track: 70% decrease in Scope 1 and 2 GHG emissions intensity compared with the baseline year 2021	
	Water Management	Reduce water consumption intensity by 30% by 2025 from the baseline year 2021 (tonnes/RMB10,000) Implementing Water Excellence Stewardship (WES)[2] on our priority sites by 2027	Achieved: 71% decreased in water consumption intensity compared with the baseline year 2021	
	Waste Management	Reduce waste intensity, including hazardous and non-hazardous waste by 10% (tonnes/RMB10,000) by 2027 from the base year 2022	On Track	

[2] Water Excellence Stewardship (WES) is an internal water management plan at site specific to manage the water quality, provide employees with safe drinking-water, sanitation and hygiene (WASH), reduce our water use and etc., based on the principle of Measure, Reduce, Reuse and Recycle. This plan will also refer to ISO 46001, International Water Stewardship Standard and other industry standard.

1. STRENGTHENING GOVERNANCE

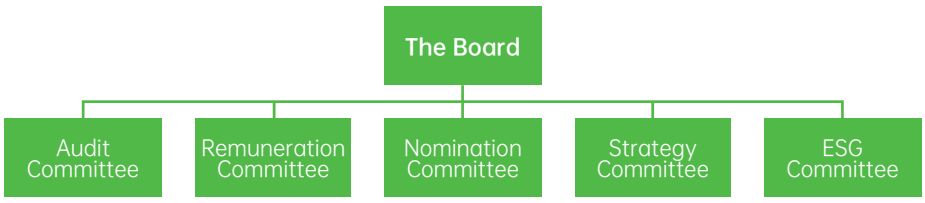
WuXi XDC maintains a strong commitment to excellence in corporate governance. By implementing a comprehensive integrity and compliance framework, adopting proactive risk mitigation measures, strengthening information security, protecting intellectual property, promoting responsible marketing practices, and building resilient supply chains, we have established a solid foundation that underpins the Company's stable, disciplined, high-quality, and sustainable growth.

1.1 CORPORATE GOVERNANCE

A well-structured corporate governance framework is essential to drive long-term value and operational resilience. WuXi XDC strengthens its governance by continuously refining oversight mechanisms and clarifying roles and responsibilities of the Board of Directors. These ongoing enhancements reinforce accountability, transparency, and strategic alignment, supporting sustainable growth and responsible business conduct.

1.1.1 Governance Structure

WuXi XDC's Board of Directors has established five specialized committees: the Audit Committee, Remuneration Committee, Nomination Committee, Strategy Committee, and ESG Committee. Each committee operates within its defined mandate to fulfill specific governance responsibilities, thereby enhancing transparency and accountability to our stakeholders.



Board Governance Structure

1. STRENGTHENING GOVERNANCE

1.1 CORPORATE GOVERNANCE (Continued)

1.1.2 Board Diversity

WuXi XDC is committed to fostering diversity at the Board level. We have established *a Board Diversity Policy* that sets out our approach to achieving and maintaining the diversity of the Board. In alignment with the Company's development strategy and operational requirements, our selection criteria include a range of diversity metrics, including gender, ethnicity, and cultural background. We also give careful consideration to factors such as educational background, professional expertise, industry and regional experience, as well as financial and risk management capabilities. This approach ensures a multiplicity of perspectives in decision-making and supports the effective and cohesive operation of the Board.

1.2 ESG GOVERNANCE

Environmental, social, and governance (ESG) principles, alongside economic considerations, fundamentally guide WuXi XDC's business strategy and operations. We systematically identify and address material sustainability issues and actively engage with stakeholders to understand and respond to their expectations, thereby continuously improving our ESG governance framework. These efforts are central to our mission of embedding sustainable practices across all business functions, ensuring long-term value creation for all stakeholders.

1.2.1 ESG Governance Structure

WuXi XDC has embedded sustainable development principles across all operations. We have established an independent *WuXi XDC ESG Management Policy and Procedures*, which provides a systematic institutional foundation for our ESG governance and operations. To promote the ongoing enhancement of our sustainability performance, we have embedded ESG metrics into the performance evaluation and compensation framework for the CEO, senior executives, and relevant management teams, supported by clearly defined indicators and target benchmarks.

The Board of Directors holds ultimate decision-making and governance authority over ESG matters. The ESG Committee, chaired by the Chief Executive Officer (CEO) and composed of executive and non-executive directors, is responsible for overseeing the Company's sustainability vision, targets, policies, strategy, and progress tracking. It also evaluates trends, opportunities, and risks related to material ESG issues.

1.2 ESG GOVERNANCE (Continued)

Organization	Members	Responsibilities
ESG Committee	Comprises two executive board directors and two non-executive directors. The committee is chaired by the CEO.	• Reviews ESG emerging trends, oversees ESG related issues and identifies sustainability opportunities. • Defines and shapes our long-term vision, objectives, strategies, and organizational frameworks. • Tracks the advancement of the priorities and the implementation of established frameworks and goals.
ESG Steering Group	Comprises company senior executives from all business units.	• Offers strategic insights into key issues to the ESG Department, ensuring our goals are closely aligned with business priorities. • Allocates resources to enable the effective delivery of ESG initiatives.
ESG Department	Dedicated ESG management operates alongside all business units and is an integral part of company core leadership team.	• Evaluates our ESG performance against our long-term strategy and internationally recognized ESG standards. • Proactively engages with stakeholders on key issues, offering guidance, recommendations, and solutions to support ESG decision-making. • Develop and improve action plans for Board-approved ESG goals, ensuring their coordinated execution across all departments.
Material Issues Task Forces and Relevant Departments	Comprises the head of each department and their designated ESG representatives.	• Collaborate to drive the execution of our ESG strategies and action plans. • Continuously innovate and enhance operational practices to strengthen ESG performance.

1.2 ESG GOVERNANCE (Continued)

1.2.2 Board Statement

Supervision of the Board

The Board serves as the highest oversight and decision-making body for the Company's ESG management. It is responsible for overseeing ESG-related risks and opportunities, formulating ESG policies and strategies, setting targets, and monitoring their implementation.

The ESG Committee is appointed by the Board and chaired by CEO Dr. Jimmy Li. The Committee comprises both executive and non-executive directors to ensure independent and effective oversight. It assists the Board in monitoring the development and implementation of the Company's ESG strategies, policies, governance structure, and objectives. The Committee also oversees the inclusion of all key topics in the ESG report, tracks ongoing progress, and provides regular updates and recommendations to the Board on relevant ESG matters.

Work Implementation

The implementation of ESG-related issues is led by a senior executive ESG Steering Group, which oversees strategy and resource allocation. In turn, the ESG Department supports the ESG Committee by providing professional advice, implementing policies, assessing performance, and engaging stakeholders. Material Issues Task Forces and Relevant Departments collaborate to execute action plans and enhance operational practices. Ultimately, this framework ensures that all initiatives are supervised and approved by the ESG Committee, creating a cohesive governance cycle.

Risk Management

Through a systematic risk identification and review process, we ensure ESG-related risks are fully integrated into our enterprise risk management (ERM) system. ESG risks, as a key ERM component, are evaluated by analyzing stakeholder concerns and insights from our annual materiality assessments.

We continuously monitor, manage, and mitigate potential impacts. The ESG Committee and the Audit Committee are responsible for overseeing and approving all ESG-related risks and potential impacts.

ESG Targets Tracking

To ensure the achievement of our ESG goals, the Board establishes targets at the start of each financial year for annual review. Specific employees are assigned to oversee implementation, regularly collect data, monitor progress, and evaluate performance. The Board is dedicated to tracking this progress, ensuring it addresses stakeholder concerns and expectations.

1.2 ESG GOVERNANCE (Continued)

Board of Directors Capacity Building

To ensure informed oversight and strategic guidance on sustainability issues, WuXi XDC conducts regular ESG capacity-building programs for the Board of Directors. These sessions cover key issues such as updated ESG related regulation, anti-corruption and risk management, equipping the Board to effectively address evolving ESG challenges and responsibilities.

Material ESG Issues

WuXi XDC integrates stakeholder values into its ESG strategy via an efficient communication channel for identifying material issues. The Board and ESG Committee regularly review stakeholder concerns, key ESG issues, and company performance, which in turn drives the continuous improvement of our sustainability strategies and practices.

Stakeholder Engagement

Our ESG Committee monitors the channels and means of communication with our stakeholders and ensures that relevant policies are in place to effectively promote the relationship between us and our stakeholders and protect the Company's reputation. We maintain close engagement with all stakeholders and has established diverse communication channels to proactively gather and integrate ESG-related requirements and expectations from government entities, investors, clients, employees, suppliers, and the public.

1.2.3 Material ESG Issues

Through an analysis and evaluation process that aligned with our strategy, operations, industry specifics, and ESG trends, WuXi XDC has identified and prioritized its most significant ESG issues.

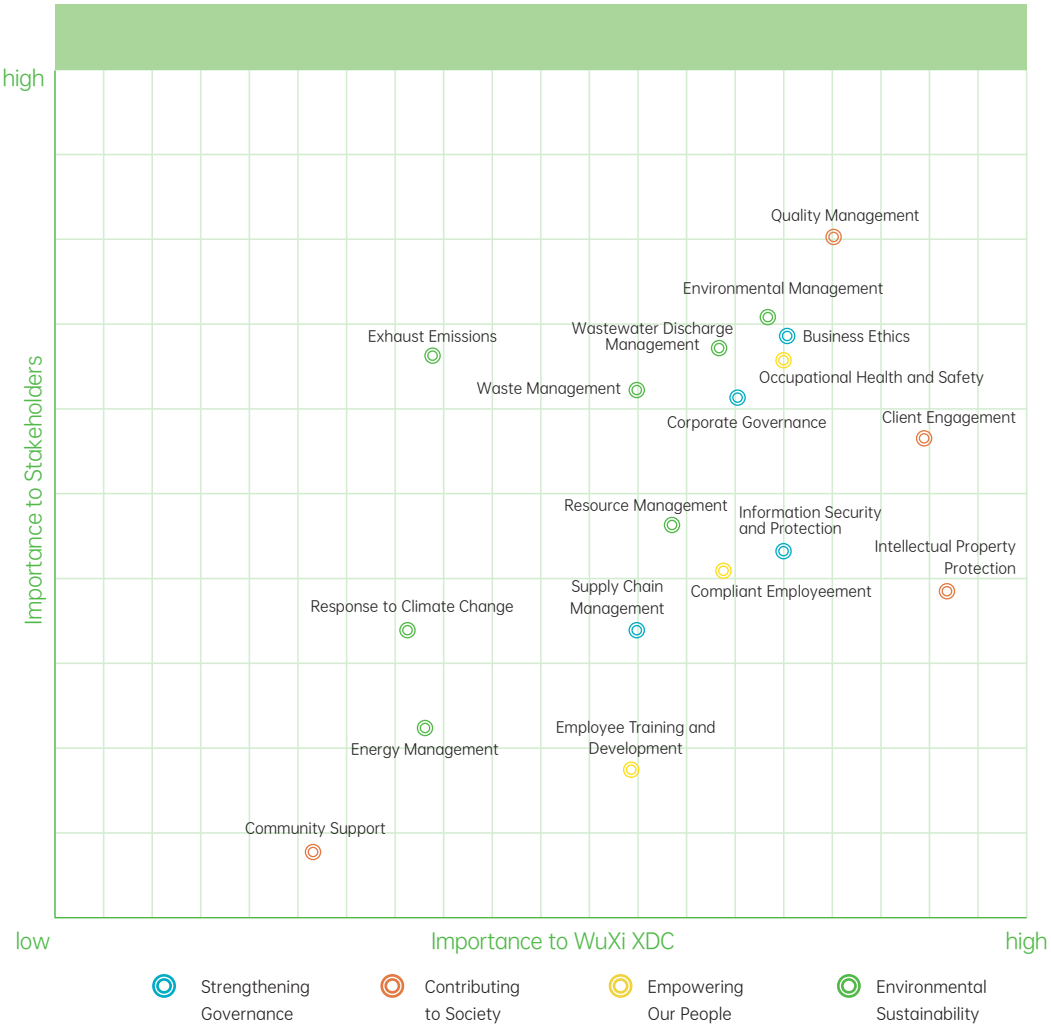
Identify & List Issues	Survey: Dual-materiality Assessment	Consolidate & Adjust
• Identify material issues and compile the list	• Importance to WuXi XDC • Importance to Stakeholders	• Consolidate findings and adjust based on internal review

ESG Materiality Assessment Process

1. STRENGTHENING GOVERNANCE

1.2 ESG GOVERNANCE (Continued)

In 2025, a rigorous materiality analysis was conducted, resulting in the WuXi XDC updated ESG Materiality Matrix. The finalized material issues were reviewed and approved by the Board of Directors.



WuXi XDC 2025 ESG Materiality Matrix

The materiality assessment has highlighted several ESG topics with significant impacts on external stakeholders, including quality management, environmental management, business ethics, and wastewater discharge management. Informed by these findings, we will align our work priorities to address the key concerns raised by our stakeholders.

1.2 ESG GOVERNANCE (Continued)

1.2.4 Stakeholder Communication

WuXi XDC prioritizes the integration of stakeholder input into its sustainability strategy. Through dedicated communication channels, we maintain close dialogue with government entities, investors, clients, employees, suppliers, and the public to proactively understand and integrate their ESG expectations. This systematic management approach drives comprehensive improvements in our ESG performance.

Stakeholders	Common Goals	Communication Channel
Board of Directors	• Corporate governance • Quality management • Information security and protection • Environmental management • Energy management • Resource management	• Board meetings • ESG committee meetings
Clients	• Quality management • Intellectual property protection • Information security and protection • Client engagement	• Client communication and complaint mechanisms • Client satisfaction surveys • Transparent disclosures • Client audits
Employees	• Employee training and development • Compliant employment • Occupational health and safety	• Staff Townhall • CEO inbox • HR Hotline and service desk • Lunch with CXO
Investors	• Corporate governance • Business ethics	• Annual general meetings • Investor meetings
Suppliers	• Supply chain management	• Supplier approvals and audits • Communication channels include email, call, regular meetings, and trainings

1.2 ESG GOVERNANCE (Continued)

Stakeholders	Common Goals	Communication Channel
Government and Regulatory Authorities	• Business ethics • Quality management • Environmental management • Wastewater discharge management • Exhaust emissions • Energy management • Waste management • Resource management	• Transparent disclosures
Social Organization	• Community support	• Transparent disclosures • Enabling clients to accelerate the launch of new drugs

1.3 BUSINESS ETHICS

Integrity serves as the cornerstone of WuXi XDC's corporate ethos. We are committed to upholding the highest standards of business ethics in every aspect of our work and to actively managing related risks across our operations. We pledge to foster a culture of ethics that extends throughout our entire value chain, and we expect the same principled conduct from our partners.

Our Governance

The Group has established a comprehensive business ethics framework. WuXi XDC operates within and upholds this Group-level framework. Under the oversight and guidance of the Group's Ethics and Compliance Committee and its Compliance and Risk Management Center, we continuously refine and implement our internal ethical management system. The Company's Board holds overall accountability for business ethics, with the Audit Committee providing oversight. Senior management develops, enforces, and monitors ethical policies, reporting significant issues as required. The Company reports material business ethics matters to the Company Board and the Group's relevant governing bodies through two reporting channels. An annual, systematic review of business ethics and compliance performance is conducted and presented at least once each year. In addition, urgent matters, including those involving trade secret protection or other significant compliance risks, are subject to special and timely reporting, with progress updates and resolution outcomes communicated via email.

1.3 BUSINESS ETHICS (Continued)

WuXi XDC enforces the *Group's Code of Business Conduct and Ethics, Anti-Corruption Policy, Conflicts of Interest Policy, Third-Party Anti-Corruption Management Measures*, and other compliance policies. Compliance is formalized by requiring every employee to annually acknowledge and sign a Business Ethics Commitment, through which they confirm their understanding of, and pledge to comply with all business ethics policies, thereby committing to act with integrity in all roles.

Our Action

Business Ethics Culture

Our training strategy systematically enhances compliance awareness and capabilities across all levels. All employees (including part-time employees and contractors) are required to complete mandatory compliance training. The training covers key topics including the *Code of Business Conduct and Ethics*, trade secret protection, anti-corruption and anti-bribery, antitrust, conflicts of interest, privacy protection, and procedures for reporting and investigating misconduct. All training participants must pass annual assessments verifying their understanding and adherence to compliance requirements. To reinforce key areas, the Group provides monthly compliance training on trade secret protection and conflict of interest management, offering multi-faceted perspectives on compliance.



Business Ethics Standards Training

1.3 BUSINESS ETHICS (Continued)

Moreover, business ethics have been formally incorporated into the employee performance evaluation system, where any violations may impact both the individual's and their department's annual performance assessment.

Beyond employees, the main suppliers of WuXi XDC have undergone the Group's specialized supplier training program, covering topics such as business ethics, trade secret protection, and trade compliance.

In 2025, we conducted our annual company-wide compliance training for all executive directors as part of our ongoing commitment to ethical governance, ensuring leadership maintains a thorough understanding of and dedication to compliance standards across all organizational levels.

Business Ethics Audits

To uphold the highest standards of integrity and proactive governance, WuXi XDC's business ethics and compliance are regularly reviewed through audits (including audits of ethical standards) conducted by the Global Internal Audit Department and the Legal Compliance Department and audits cover all operations at least once every three years. The Company's anti-corruption framework is subject to regular audits. Additionally, the risk management department conducts regular compliance risk assessments focused on anti-corruption and anti-bribery during the Reporting Period. These assessments systematically evaluate and mitigate relevant risks to ensure all operations adhere to stringent regulatory and ethical standards.

In 2025, WuXi XDC and its employees were not subject to any lawsuits or legal cases alleging breaches of business ethics, including corruption and bribery, antitrust, conflicts of interest, or fraud, and no administrative penalties were imposed.

Reporting and Incident Investigation Procedures

A comprehensive mechanism has been established for reporting misconduct and risks. This standardized process encompasses detection, reporting, investigation, reporting issuance, implementation of corrective measures, and imposition of penalties, ensuring information is communicated promptly and accurately to management for swift response and mitigation. The Company encourages employees, clients, suppliers, and other stakeholders to report any suspected cases of corruption, bribery, or other unethical conduct through the designated reporting channels. To support this mechanism, the Company provides various reporting channels and continuously enhances whistleblower protection, strictly following the Group's *Whistleblowing and Investigation Policy*, which outlines investigative processes, incentives, and punitive measures. We explicitly commit to strict confidentiality of whistleblower identities and report contents and prohibit any form of retaliation.

1.3 BUSINESS ETHICS (Continued)

Reporting Channels	Email: SpeakUp@wuxibiologics.com
	Website: wuxibiologics.ethicspoint.com
	Telephone: China 4001205045; USA 8334168867; Germany 08001823784; Ireland 1800770066; Singapore 8004922740
	On-site visit: Ethics and Integrity Compliance, Building 4, No. 800 Qifan Road, Pudong New District, Shanghai

WuXi XDC Reporting Channels

Our Performance

Performance highlight
100% of Board of Directors participated in training on ethical standards and anti-corruption
100% of employees (including part-time employees and contractors) participated in training on ethical standards and anti-corruption
100% Sites conducted internal audit on business ethics

1.4 RISK MANAGEMENT

WuXi XDC maintains a robust and optimized risk management system to safeguard its operations and ensure sustained growth. This system is strengthened through continuous enhancement of internal auditing processes and dedicated efforts to elevate company-wide risk awareness and management capabilities. By systematically integrating regulatory requirements into business processes, we ensure a comprehensive and proactive approach to risk mitigation.

Our Governance

WuXi XDC operates in strict compliance with the Group's risk governance requirements. Under the Group's comprehensive risk management framework, which is designed to effectively address risks, hazardous factors, and emergencies. We ensure operational stability by proactively identifying, assessing, and mitigating potential risks.

The Company's Board assumes overall responsibility for risk management, with the Audit Committee providing oversight. Senior management formulates and implements risk policies, conducts assessments, and reports material risks, while internal audit and relevant functions monitor and execute day-to-day risk management practices.

1.4 RISK MANAGEMENT (Continued)

Our implementation employs a three-line-of-defense model to systematically identify both internal and external risks across critical areas. This multilayered structure enables the continuous refinement of our risk management practices, keeping them aligned with evolving business needs and industry standards.

First Line of Defense: Departments of All Business Units

- Day-to-day risk identification and mitigation
- Implementing cintrols within business processes
- Ensuring compliance with policies and procedures

Second Line of Defense: Department of Legal and Compliance

- Developing risk management frameworks
- Monitoring and reporting on risk exposures
- Ensuring regulatory compliance

Third Line of Defense: the Board of Directors and Audit Committee

- Evaluating the effectiveness of risk management and controls
- Overseeing the risk management framework and strategies
- Reviewing risk assessments and management reports

Three-line-of-defense model

Our Action

Risk Management Process

WuXi XDC has implemented a comprehensive risk management process. This process begins with thorough identification of potential risks across all business operations, including environmental, social, and governance dimensions. Following identification, we conduct scientific risk assessments to evaluate severity and likelihood, which inform the development of targeted risk mitigation strategies. Continuous monitoring and reporting mechanisms ensure that all risks are effectively controlled.



Risk Management Process

1.4 RISK MANAGEMENT (Continued)

Risk Management Culture

We provide mandatory Group-wide compliance training for all WuXi XDC employees and members of the Board to strengthen understanding of key risk management and compliance obligations. The training covers risk management-related topics, including protection of trade secrets, anti-corruption and conflict of interest management, privacy protection, export controls and economic sanctions, human genetic resources management, and compliance in external communications.

Employees are required to actively participate in the training, finish the prescribed modules, and pass the assessments. During the Report Period, 100% of employees completed compliance training.

Beyond this baseline program, we advance operational implementation of the Group's risk management strategy through ongoing initiatives. These include dedicated risk education programs, weekly compliance meetings, and incentive mechanisms designed to promote adherence and accountability across all business units.

Furthermore, compliance and risk management performance are formally incorporated into employee performance reviews, where violations can impact both individual and departmental annual assessments and lead to disciplinary actions.

Audit and Risk Assessment

To strengthen overall governance, the Company engages external agencies to conduct annual internal control audits covering all sites, with a thorough review of financial systems and business processes. The audit process has identified no high-risk issues, and targeted remediation measures have been implemented for any low-risk findings to continuously enhance the internal control environment.

In parallel with these retrospective audits, the Company also employs a prospective approach to risk management. We identified our top ten risks for 2025 through executive surveys, stakeholder interviews, and questionnaires. Covering risk sources such as supplier management, ESG, EHS, and digital risk, this analysis systematically pinpoints critical vulnerabilities to inform annual planning and resource allocation and ultimately strengthen organizational resilience and sustainability.

1.4 RISK MANAGEMENT (Continued)

Business Continuity Management (BCM)

WuXi XDC has established its own Business Continuity Management System (BCMS), aligned with the Group's framework and the ISO 22301 standard, to ensure operational resilience and continuity of critical activities. Supported by a dedicated governance structure led by a corporate-level Business Continuity Management Team (BCMT), our BCMS integrates business continuity principles into daily operations through localized BCMTs at functional and site levels.

We follow a structured PDCA (Plan-Do-Check-Act) cycle to proactively identify internal and external risks, conduct multi-level risk analyses, develop contingency plans, and validate preparedness through regular drills. This systematic approach helps safeguard critical resources, mitigate disruptions, and maintain continuity across regions and functions.

In line with our commitment to international standards, WuXi XDC has achieved ISO 22301 certification for its BCMS at all operational sites, reinforcing the reliability of our biologics research, development, and manufacturing services in a dynamic global environment.


Certificate CN25/00000808

The management system of

WuXi XDC Co., Ltd.

Building 1, 2, 3, 4, 5, 6, 11, No.11 Xinhuihuan Road, Building 9, 10, 12, No.19 Xinhuihuan Road, Xinwu District, Wuxi City, Jiangsu Province, P.R. China

has been assessed and certified as meeting the requirements of

ISO 22301:2019

For the following activities

The development of bioconjugation drug product process and payload-linker process. The clinical manufacturing of bioconjugation drug substance, bioconjugation drug product and payload-linker. Discovery and development of bioconjugates.

This certificate is valid from 10 February 2025 until 09 February 2028 and remains valid subject to satisfactory surveillance audits.

Issue 1. Certified since 10 February 2025

Multiple certificates have been issued for this scope, the main certificate is numbered CN25/00000808

Certified activities performed by additional sites are listed on subsequent pages.

L. Moran

Authorised by

Liz Moran

Business Manager

SGS United Kingdom Ltd

Rossmore Business Park, Ellesmere Port, Cheshire, CH65 3EN, UK

t +44 (0)151 350-6666 - www.sgs.com


Certificate CN25/00000808.02

WuXi XDC Co., Ltd.
WuXi XDC (Shanghai) Co., Ltd.

No.520 and 528 Futebei Road, China (Shanghai) Pilot Free Trade Zone

Has been assessed under the management system of the certified organisation defined in the main certificate CN25/00000808 as meeting the requirements of

ISO 22301:2019

For the following activities

Discovery and development of bioconjugates.

This certificate is valid from 10 February 2025 until 09 February 2028 and remains valid subject to satisfactory surveillance audits.

Issue 1.

The validity of this certificate depends on the validity of the main certificate.

L. Moran

Authorised by

Liz Moran

Business Manager

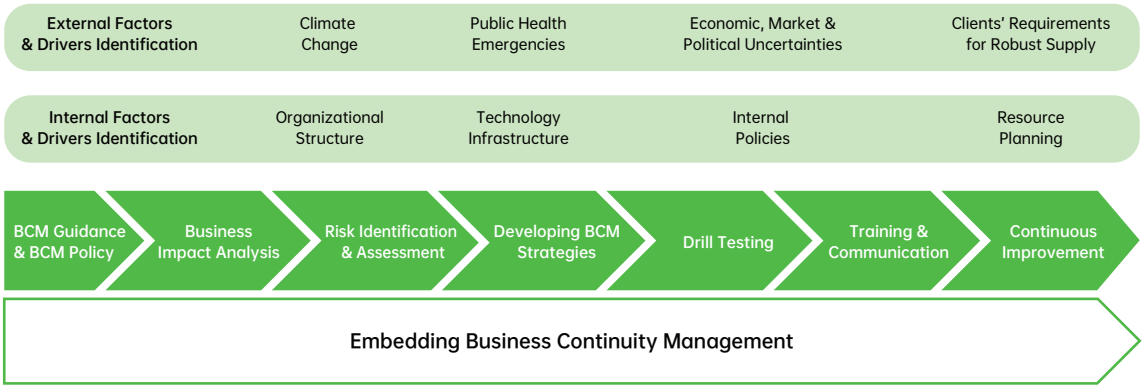
SGS United Kingdom Ltd

Rossmore Business Park, Ellesmere Port, Cheshire, CH65 3EN, UK

t +44 (0)151 350-6666 - www.sgs.com

ISO 22301 Certificate

1.4 RISK MANAGEMENT (Continued)



Our Performance

Performance highlight
100% Sites conducted risk assessments

1.5 RESPONSIBLE MARKETING

By making decisions in an ethical, well-thought-out, and responsible way, WuXi XDC enables the business to fulfill its purpose with quality and integrity, both for our patients and society. This ethical values-based decision making promotes corporate accountability and aligns with our mission to benefit patients globally.

Our Governance and Policy

The Company's marketing activities are conducted in full compliance with all legal requirements and industry guidelines. We have established a robust governance structure to ensure every decision is firmly grounded in ethical principles. Within this framework, the Global Marketing and Legal and Compliance departments play a pivotal role by providing vigilant oversight, which ensures our marketing strategies and actions are both effective and aligned with our responsible business values.

WuXi XDC operates under clear expectations to achieve responsible marking. In addition to following the Group's responsible marketing policy, we established straightforward internal policies and procedures, including XDC External Communications Management System, designed to enhance regulatory control over marketing and disclosures.

1.5 RESPONSIBLE MARKETING (Continued)

Our Action

The Company is dedicated to detecting, evaluating, and minimizing potential compliance risks related to marketing malpractice. A dedicated review and monitoring system for marketing materials has been established, with the objective of ensuring strict policy adherence through comprehensive due diligence across all levels of the marketing function. In addition, WuXi XDC audit marketing expenses regularly, confirming compliance with Company's responsible marketing principles, marketing policies and internal controls, with no significant irregularities identified.



Ethical Marketing Control Procedures at WuXi XDC

1.5 RESPONSIBLE MARKETING (Continued)

Responsible Marketing Training

To reinforce our *Responsible Marketing Policy* and commitment to integrity, all of our employees, including part-time employees and contractors, receive mandatory risk-based, role-specific training on ethical standards and responsible marketing and advertising practices upon hire and annually thereafter, by addressing multiple responsible marketing aspects relevant to the business, including social media communications, antitrust and competition principles, and anti-bribery in marketing.



Responsible Marketing Training

Reporting Channels

We have established a Whistleblowing and Investigation Policy and set up dedicated reporting channels to manage marketing compliance risks effectively. These channels, which include an independently managed Integrity Hotline (providing 24/7 multilingual support) and the EthicsPoint website, are operated by a third party independent of the Group.

In line with predefined procedures, all reports received are investigated by our Internal Audit Department, and appropriate corrective actions are implemented.

To ensure the integrity and effectiveness of this system, we uphold a strict zero-tolerance policy against retaliation. Any employee found to have engaged in retaliation will be held accountable, up to and including termination of employment. In 2025, there were no administrative penalties or litigation resulting from marketing violations.

1.6 INFORMATION SECURITY AND PROTECTION

WuXi XDC places great importance on information security and privacy protection. By continuously enhancing governance, strengthening technical safeguards, and elevating cybersecurity awareness, we are resolutely fortifying our defenses. Through these efforts, we ensure the comprehensive protection of critical digital assets.

Our Governance

Our information security governance is structured under the oversight of the Group's Information Security Management Committee, with ultimate responsibility resting with the Board of Directors at both the Group and Company levels. The Company's Board regularly receives reports on information security matters to ensure comprehensive oversight. Below the Board, the management team is responsible for implementing the policies and overseeing the day-to-day operations, while each department ensures that their specific functions comply with the established framework.

The management system is built in accordance with ISO 27001 requirements and follows the Group's policies while establishing our own internal system. We adhere to a comprehensive policy framework to control risks, which includes, but is not limited to, the *Information Security Manual*, *Information Security Risk Management Policy*, *Information Security Strategy*, *Third-Party Security Management Policy*, and *Acceptable Use Policy*.

WuXi XDC maintains rigorous practices under this framework. The Company has established individual responsibilities for information security for all employees, ensuring accountability across the workforce. We conduct regular policy updates disseminated via company-wide communications and mandatory training to ensure employee awareness and compliance. Our operations strictly follow the *WuXi Biologics Data Protection Guidelines*, *WuXi Biologics Information Classification and Grading Standards*, and *WuXi Biologics Data Privacy Policies*, implementing robust controls for sensitive data. Additionally, suppliers are contractually bound to the data protection requirements stipulated in the *Business Partner Code of Conduct*.

1. STRENGTHENING GOVERNANCE

1.6 INFORMATION SECURITY AND PROTECTION (Continued)

Our Action

Management System and certification

Our commitment to global standards is demonstrated by our ISO 27001 certifications, held at all operational sites in 2025. To further strengthen the system, the Company's cybersecurity team undertook systematic compliance work aligned with ISO 27001 in 2025. This involved a comprehensive internal audit, a dual verification by the compliance team, and the finalization of an audit report to validate the system's effectiveness.



bsi.

Certificate of Registration

信息安全管理体系

兹证明：

上海药明合联生物技术有限公司
中国
上海
浦东新区
雪特北路520号
邮编：200131

WuXi XDC (Shanghai) Co., Ltd.:
No. 520, North FuTe Road
Pudong New District
Shanghai
200131
China

此地点包含在主证书中，证书号为：IS 762433

BSI地址： 0047841284-031

运行的信息安全管理体系符合
ISO/IEC 27001:2022/GB/T 22080-2025
的要求，此体系覆盖了注册范围详细规定的活动内容。

BSI代表：

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

首次发证日期： 2022-01-28

有效期至： 2028-01-27

...making excellence a habit.

bsi.

Certificate of Registration

信息安全管理体系

兹证明：

无锡药明合联生物技术有限公司
中国
江苏省
无锡市
新吴区
新梅环路11号
邮编：214111

WuXi XDC Co., Ltd.
No. 11, Xinhui Ring Road
Xinwu District
Wuxi
Jiangsu
214111
China

此地点包含在主证书中，证书号为：IS 762433

BSI地址： 0047841284-003

运行的信息安全管理体系符合
ISO/IEC 27001:2022/GB/T 22080-2025
的要求，此体系覆盖了注册范围详细规定的活动内容。

BSI代表：

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

首次发证日期： 2022-01-28

有效期至： 2028-01-27

...making excellence a habit.

ISO 27001 Certificate

1.6 INFORMATION SECURITY AND PROTECTION (Continued)

Risk Mitigation

Through rigorous enforcement of the WuXi Biologics Information Security Incident Management Standard, the Company has established an end-to-end response mechanism with tiered controls for security incidents. This mechanism encompasses the full cycle of incident monitoring, containment, root cause eradication, system recovery, forensic investigation, and post-incident reporting.

To further strengthen this approach, we have implemented a clear process for reporting security incidents, vulnerabilities, or suspicious activities. Employees are encouraged to report any concerns through designated channels, ensuring prompt attention and resolution. Additionally, regular training sessions are conducted to raise security awareness, and information security metrics are integrated into employee performance evaluations. These proactive approaches ensure continuous communication with both internal and external stakeholders, further enhancing our ability to manage and mitigate security risks effectively.

In 2025, no major information security incidents have occurred.

Technology Advancement

We accelerated our digital transformation with the strategic aim of fostering innovation, enhancing agility, and securing a sustainable competitive edge. By integrating AI capabilities and deploying an application platform, we automated key processes to significantly boost operational efficiency and support our long-term business growth.

Focusing on AI empowerment, we integrated low-code/BPM platforms with RPA to automate form-filling and approval workflows, such as ISO 27001 documentation collection, risk identification, and assessment. This automation has enhanced employee productivity and enhanced communication and project management in key business departments.

XDC APP: Digital Platform for Streamlined Operations

WuXi XDC launched XDC APP, a proprietary low-code platform designed to rapidly digitize business processes. It transitions offline workflows, such as materials and process management, to a unified online system. Within its first year, the platform has addressed multiple business departments' needs including sample tracking, inventory control, and project management, significantly boosting operational efficiency.

1.6 INFORMATION SECURITY AND PROTECTION (Continued)

Security Capability Development

To ensure robust information security defenses, we regularly participate in the Group's cybersecurity attack and defense drill. Through intelligence gathering, threat modeling, vulnerability scanning, and penetration testing, we simulate real-world cyber-attack scenarios to test our protection systems and improve response capabilities. Identified security risks from these simulations are promptly remediate, driving continuous improvement in our security maturity.

We regularly conduct a series of information security and protection training programs, including compliance training with information security components, annual information security awareness training, and application security training alongside quarterly phishing simulation exercises. In 2025, during the Group's Information Security Awareness Culture Week, we enhanced all employees' information security awareness through multiple approaches, such as a knowledge quiz competition and on-site roll-up banners. These initiatives are designed to enhance employees' information security awareness and defensive capabilities. Additionally, all contractors are required to undergo mandatory pre-employment security training and must sign confidentiality agreements to ensure their conduct aligns with internal protocols.



2025 Information Security Training

Digital Transformation Training

We held a Group-led training session to improve overall productivity and enabling seamless collaboration through the newly launched iOffice desktop client, ensuring a smooth transition for all employees. The training covered topics such as AI-powered meeting notes, AI-led proposal drafting and real-time cross-lingual synchronization. We also highlighted the importance of attending the knowledge-sharing session to further optimize usage and empower our team.

1.7 SUPPLY CHAIN MANAGEMENT

A resilient, responsible, and sustainable supply chain is fundamental to WuXi XDC's ability to deliver high-quality products and services to global clients. As a company operating within a highly regulated and complex pharmaceutical value chain, WuXi XDC recognizes that effective supply chain management is not only critical to operational continuity and quality assurance, but also to upholding ethical standards, protecting human rights, and minimizing environmental and social risks across upstream activities.

Our Governance and Policy

WuXi XDC endeavors to build a transparent and responsible supply chain by establishing robust governance structures, clear policies, and systematic management processes. By aligning supplier management practices with internationally recognized standards and industry best practices, the Company works closely with its suppliers to enhance compliance, strengthen risk management, and promote responsible and sustainable business conduct.

We manage our supply chain in accordance with a comprehensive set of internal policies and internationally recognized standards, demonstrating our commitment to responsible, ethical, and sustainable procurement practices. The Company's supplier management framework is aligned with the *PSCI*[3] *Principles for Responsible Supply Chain Management* and is supported by the *WuXi Biologics Supplier Management Standards,* the *WuXi Biologics Procurement Policy*, and the *WuXi Biologics Sustainable Procurement SOP*, which together set clear requirements across quality, ethics, environmental protection, and social responsibility.

To further reinforce responsible business conduct across the supply chain, WuXi XDC requires its suppliers and business partners to comply with the *Group's Code of Business Conduct and Ethics for Business Partners*, as well as related procurement and supplier management standards. During the Reporting Period, 100% of new and targeted suppliers have signed the *Code of Business Conduct and Ethics for Business Partners*, reflecting broad supplier alignment with the Company's ethical and compliance expectations.

At the Group level, WuXi XDC is certified to ISO 20400 Sustainable Procurement certification, further strengthening its procurement management framework. This certification reinforces the Company's ability to systematically integrate sustainability considerations into procurement decision-making and supplier management practices, enhancing transparency, accountability, and responsible conduct throughout the procurement lifecycle.

[3] Pharmaceutical Supply Chain Initiative.

1.7 SUPPLY CHAIN MANAGEMENT (Continued)

WuXi XDC's supply chain management is supported by a clear governance structure that ensures effective oversight and coordination. The supply chain coordination department is responsible for key supply chain activities, including procurement, logistics, and inventory management, to maintain a stable, efficient, and cost-effective supply of materials. Through close collaboration with relevant internal functions, the department ensures consistent implementation of supply chain policies and standards, supporting supply stability and sustainable operations.

Our Action

WuXi XDC implements its supply chain commitments through a structured and systematic management approach covering supplier lifecycle management, risk assessment, audits, performance evaluation and continuity of supply. By embedding responsible and sustainability-focused practices into supply chain operations, the Company improves risk resilience, supplier performance, and long-term supply stability. These actions support the effective execution of supply chain governance and contribute to a more sustainable and reliable supply chain.

Supply Chain Management System

Supplier Admission and Classification

WuXi XDC continues to apply a structured supplier admission and classification approach to support effective and responsible supplier management. Supplier admission is based on clearly defined material specifications and quality requirements, with suppliers assessed for compliance with applicable national, industry, and internal standards. The evaluation process also considers suppliers' production capabilities, operating conditions, quality assurance systems, and their ability to provide reliable after-sales support.

In line with the Company's responsible sourcing principles, WuXi XDC integrates sustainability considerations into its supplier admission and classification process. We conduct due diligence and incorporate environmental and social criteria into supplier admission assessment questionnaires. We also offer incentives or preferential consideration to suppliers demonstrating strong sustainability performance, such as offering low-carbon and environmental-friendly products, promoting diversity within their organization, empowering their employees through trainings and benefits and etc.

1.7 SUPPLY CHAIN MANAGEMENT (Continued)

Environmental

- Comply with environmental laws and establish effective environmental management systems
- Improve energy and resource efficiency and reduce waste and pollutant emissions
- Set energy-saving and carbon-reduction targets and provide progress updates
- Ensure traceable, legal, and environmentally responsible sourcing of raw materials, with preference for certified sustainable materials (e.g. FSC)

Social

- Comply with labor laws and safeguard workers' rights, health, and safety
- Prohibit child labor and forced labor; ensure fair wages and regulated working hours
- Respect diversity, equality, and inclusion
- Engage responsibly with local communities and promote social responsibility throughout the supply chain

Governance

- Maintain sound governance structures, transparency, and ethical business conduct
- Implement internal controls and compliance oversight mechanisms
- Ensure decision-making aligns with sustainability principles and regulatory requirements

Economic

- Demonstrate financial stability and long-term business sustainability
- Balance cost-effectiveness with sustainable value creation
- Invest in innovation to support green upgrades and cost optimization

Sustainable Procurement Criteria

Suppliers are categorized based on factors such as procurement volume, product characteristics, and sustainability performance, enabling differentiated management and closer alignment with the Company's supply chain objectives. The screening of significant suppliers also considers risks associated with specific countries or regions, particular sectors, and certain commodities.

1.7 SUPPLY CHAIN MANAGEMENT (Continued)

Supplier Classification and Management

Category	Significant Suppliers		
	Strategic Suppliers	Preferred Suppliers	General Suppliers
Key Features	• High purchasing volume • Supply critical components and services • Supply across multiple product categories or services	• Long-term cooperation (more than one year) • No major quality complaints • Selected through competitive bidding	• Comply with supplier admittance process • Pass quality audits and meet basic qualification standards
Management Approach	• Monthly performance evaluations • Quarterly quality and technical exchanges • Biannual leadership team communications • Ongoing strategic synergy and relationship management	• Quarterly performance evaluation • Annual due diligence and risk assessment • Ongoing business continuity risk management • Ongoing procurement cost management • Ongoing alternative supply development	• Day-to-day supply management • In major event cases, activation of risk substitution strategy

1.7 SUPPLY CHAIN MANAGEMENT (Continued)

Category	Significant Suppliers		
	Strategic Suppliers	Preferred Suppliers	General Suppliers
Strategic Management	• Extensive risk management, including financial, operational, and market risks • Engage in co-development for critical components/ products	• Focus on optimizing business processes and aligning long-term goals • Regular strategic meetings and workshops for collaboration	• Maintain supplier relationships for basic operational needs • Only engage for specific or non-critical items

In 2025, we updated and optimized the tiered management mechanism for suppliers by consolidating the management standards for materials used in clinical and commercial stages.

WuXi XDC further optimized supplier sustainability screening and strengthened contractual management by upgrading 22 supplier contracts to embed sustainability as well as ethics and integrity clauses, thereby reinforcing behavioral expectations and responsible business conduct throughout the supply chain. We also maintain a penalty mechanism to enforce supplier compliance. Suppliers who violate our ESG, EHS, or business ethics standards may be excluded from contracting, face legal action, or be subject to other penalties.

Supply Chain Risk Assessment

WuXi XDC continues to conduct regular supply chain risk assessments to safeguard business continuity and operational stability. In alignment with the *Supply Chain Business Continuity Plan of WuXi Biologics*, the Company systematically identifies, evaluates, and monitors supply chain risks that may affect material availability, operational execution, and customer delivery.

Our supply chain risk assessments cover both general operational risks and sustainability-related risks. Through online questionnaire and survey, quality audit and non-quality audit, and ongoing monitoring, WuXi XDC assesses potential disruptions, including material supply interruptions and external uncertainties. Appropriate mitigation measures are thereby designed and implemented.

1.7 SUPPLY CHAIN MANAGEMENT (Continued)

We proactively identify, evaluate, monitor, and mitigate suppliers' sustainability risks via desk-based assessments supported by systematic evidence verification. In 2025, WuXi XDC further expanded the scope of desk assessments, covering 50% of global suppliers by spending, as part of our continued efforts to strengthen supply chain risk management. We evaluated suppliers across four key domains, including business ethics and anti-bribery and corruption, labor and human rights, environmental management and climate change, and sustainable procurement. Customized metrics were applied to measure suppliers' policies, practices, and outcomes in these pillars, and audit feedback plus remediation plans were issued to targeted suppliers. This risk-based approach supports the resilience of the supply chain and reinforces the Company's ability to respond effectively to evolving operational and sustainability challenges.

Supply chain risks and mitigation plans

Risks Type	Risks	Business Impact	Mitigation Plan
Regular Risks	Material Supply Disruption	• Supply interruptions caused by unforeseeable events, such as fires, maritime incidents, or other accidents affecting suppliers • Natural disasters or accidents disrupting the availability of critical materials	• Establish and maintain multi-source supply arrangements and evaluate alternative suppliers • Conduct material substitution testing to ensure readiness • Implement delivery performance management to monitor supplier reliability • Activate predefined material switching plans and continuously monitor risk levels in case of disruptions

1.7 SUPPLY CHAIN MANAGEMENT (Continued)

Risks Type	Risks	Business Impact	Mitigation Plan
	Material Supply Disruption (Filler Materials)	• Downstream operational disruption, particularly for international projects reliant on imported filler materials • Inability to import essential filler materials for overseas projects, affecting project execution	• Identify qualified domestic manufacturers as alternative sources for filler materials • Encourage the development of localized production capabilities to enable dual-source supply • Implement backup inventory strategies for high-risk filler materials • Enable rapid switching to pre-qualified domestic alternatives and continuously monitor related risks
	Material Supply Disruption (Imported Commercial Media, Cultivation Bags, Hollow Fiber, etc.)	• Significant supply disruption with limited alternatives, potentially delaying production due to affected equipment or materials • Supply interruptions arising from geopolitical events or trade restrictions	• Explore additional logistics carriers and establish backup supplier pools • Coordinate closely with customs authorities to support timely clearance and transportation • Implement backup inventory strategies for high-risk imported materials • Regularly review risk exposure and ensure timely execution of contingency measures

1.7 SUPPLY CHAIN MANAGEMENT (Continued)

Risks Type	Risks	Business Impact	Mitigation Plan
Sustainability-related Risks	Supplier Integrity and Fair Competition	• Risks arising from unethical or non-compliant supplier conduct, including unfair competition practices, may undermine regulatory compliance, operational integrity, and stakeholder trust. • Such risks could lead to reputational impacts and potential disruptions to supplier relationships.	• Require suppliers to comply with the *Code of Business Conduct and Ethics for Business Partners*, with integrity and fair competition expectations embedded in supplier management practices. • Incorporate integrity-related considerations into supplier risk assessments, audits, and ongoing performance reviews. • Provide compliance-related training and guidance to suppliers to reinforce ethical conduct and responsible business practices.

Supplier Audit

As part of our supply chain management system, WuXi XDC conducts supplier audits to assess compliance with social responsibility, ethical standards, and quality requirements. These audits support risk identification, performance improvement and the consistent application of responsible supply chain practices.

In alignment with the PSCI Principles, WuXi XDC applies on-site audit requirements to assess suppliers' compliance with responsible supply chain expectations. These assessments complement broader supplier evaluations by strengthening on-site verification of management practices. Following PSCI on-site audits, the Company supports suppliers in developing and implementing corrective action plans (CAPs) to enhance performance, with particular focus on key risk areas, including ethical, labor compliance, employee health and safety, human rights, and governance and management systems. In 2025, WuXi XDC conducted three PSCI on-site audits, covering suppliers in areas such as raw, development and manufacturing materials, warehousing and logistics, equipment, and engineering services. These audits supported the identification of improvement opportunities and reinforced responsible supply chain practices across the supplier base.

1.7 SUPPLY CHAIN MANAGEMENT (Continued)

Quality assurance remains a core focus of supplier audits. WuXi XDC conducts annual quality audits for all significant suppliers and selected general suppliers. Raw material manufacturers, distributors, and GMP service providers are approved only after meeting internal standards aligned with GMP requirements. In addition, rigorous quality testing and certification protocols are applied to raw materials, supported by continuous monitoring mechanisms to ensure compliance and maintain long-term product integrity.

Supplier Performance Review

WuXi XDC conducts regular supplier performance reviews to support continuous improvement and effective supply chain management.

The Supplier Quality Performance Management System serves as an important mechanism for monitoring supplier performance and identifying improvement opportunities. Through this system, supplier performance information is consolidated to support ongoing oversight and management actions.

We continue to apply a structured supplier performance evaluation process on a regular basis.

Innovation and Qualification

- Evaluate suppliers' ability to meet WuXi XDC's standards and offer innovative solutions.

Management and Financials

- Assess the financial stability, service team structure, and flexibility in terms.

Performance and Operation

- Focus on the accuracy and timeliness of deliveries and the ability to resolve issues efficiently.

Assurance and Sustainability

- Review compliance with the Group's ethical standards, ESG requirements, and sustainability efforts.

Cost and Value Creation

- Evaluate the competitiveness of prices and the supplier's contribution to improving quality and reducing costs.

Transparency, Integrity, and Ethics

- Assess the integrity of the suppliers, focusing on transparency and their adherence to ethical practice and related laws.

1.7 SUPPLY CHAIN MANAGEMENT (Continued)

Purchasing practices towards suppliers are reviewed to ensure the alignment of the Company's practices with its *Code of Business Conduct and Ethics for Business Partners* and corresponding policies to avoid potential conflicts with ESG requirements. On a regular basis, our suppliers' sustainability performance is assessed across ESG, EHS, and business ethics compliance, with results documented and compared against prior performance. Assessment outcomes are communicated to suppliers, and improvement directions and action plans are discussed to support continuous performance enhancement.

In 2025, supplier performance evaluations were conducted as part of the Company's GMP foundational requirements to verify whether the quality of supplied materials and services met WuXi XDC's expectations. Supplier performance was assessed based on factors including material and service quality, audit results, responsiveness, and commercial-related events. During the Reporting Period, WuXi XDC completed several evaluations of material suppliers and service providers. The results indicated stable supplier operations, with no medium- or high-risk issues identified.

Stability

To enhance supply chain stability, WuXi XDC manages supply continuity in accordance with the *Supply Chain Business Continuity Plan of WuXi Biologics*. The Company adopts a multi-source procurement approach, complemented by systematic inventory and material management practices, to mitigate supply disruption risks. By applying demand-based inventory strategies — including dynamic safety stock management informed by regular demand forecasting, as well as defined reorder points and minimum — maximum controls — WuXi XDC ensures timely material availability to meet production requirements. This integrated approach supports operational resilience while balancing supply reliability with cost efficiency.

Sustainable Supply Chain

WuXi XDC promotes a sustainable supply chain by embedding sustainability considerations into procurement practices, governance mechanisms, supplier engagement, and internal capability building. In alignment with the *WuXi Biologics Sustainable Procurement SOP* released in 2025, all supplier ESG programs are regularly monitored under the oversight of the Board-level ESG Committee and are consistently reviewed by the management team. Sustainability objectives are embedded into procurement KPIs to ensure accountability and alignment with the Company's broader sustainability strategy.

1.7 SUPPLY CHAIN MANAGEMENT (Continued)

Supporting Diversity

WuXi XDC continues to promote inclusive supply chain practices by incorporating diversity considerations into supplier onboarding processes. As part of supplier qualification, the Company includes a gender-diversity question in its supplier questionnaire, requesting information on whether the supplier's female workforce exceeds 50%.

Procurement Capability Building

WuXi XDC strengthens procurement team capabilities by integrating sustainability objectives into performance evaluation mechanisms. Procurement staff are assessed not only on commercial performance but also on their consideration of environmental, social, and ethical factors in supplier selection and management. Through structured training and internal knowledge sharing, the Company enhances procurement professionals' understanding of sustainable sourcing principles and risk management responsibilities.

Supplier Communication and Capacity Building

WuXi XDC maintains structured communication channels with suppliers to promote sustainability awareness and performance improvement.

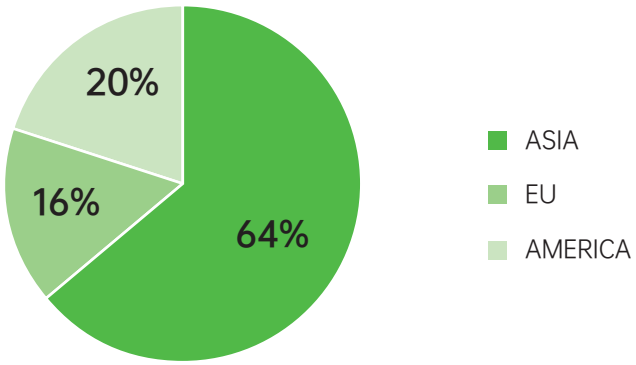
Regular communication mechanisms — conducted through both online and offline formats — are used to share sustainability strategies, policy updates, and industry trends with suppliers. Sustainability data is monitored through established systems, enabling the Company to collect and review key ESG-related information and identify potential risks in a timely manner.

In 2025, 100% of procurement staff received sustainable procurement training to strengthen internal capability and ensure consistent implementation of sustainability requirements across supplier management activities. Supplier sustainability performance is evaluated annually, covering ESG, EHS, and ethical compliance dimensions. Assessment results are compared with prior periods, and identified gaps are communicated to suppliers through dedicated meetings. Corrective or improvement plans are jointly developed with clear goals, timelines, and responsibilities. Implementation progress is tracked to ensure continuous improvement. In 2025, WuXi XDC also organized ESG-related training activities to strengthen supplier awareness and enhance alignment with sustainable procurement requirements.

Our performance

By the end of the Reporting Period, WuXi XDC had 884 suppliers, including 118 Tier-1 significant suppliers. Spending on significant suppliers in Tier-1 accounted for 50% of total spending.

1.7 SUPPLY CHAIN MANAGEMENT (Continued)



Supplier Geographical Distribution by Spend

Indicator	Unit	2025
Target number and total number of suppliers assessed via desk assessments	Number	118
Percentage of global suppliers by spending assessed via desk assessments by global spending	%	50
Number of suppliers that had substantial potential negative impacts and were terminated	Number	0
Percentage of the number of audited/assessed suppliers involved in corrective action or capacity building	%	100
Total number of suppliers in capacity building programs	Number	118
Percentage of unique significant suppliers in capacity building programs	%	100
Number of suppliers being conducted PSCI-standard audits on-site	Number	3

Performance highlight
100% Targeted suppliers with contracts that include environmental and social clauses
100% New suppliers and targeted suppliers signed the *Code of Business Conduct and Ethics for Business Partner*
100% Procurement staff trained on sustainable procurement

2. CONTRIBUTING TO SOCIETY



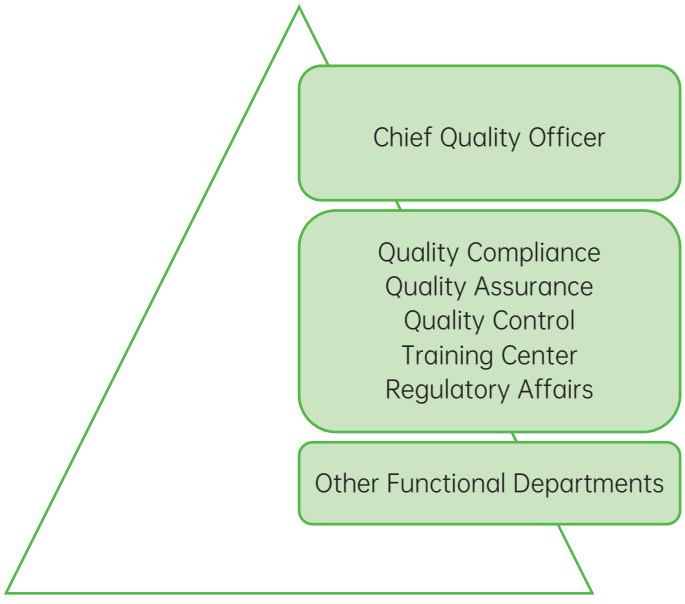
By prioritizing quality across all operations, implementing systematic and proactive quality control, and successfully passing regulatory and client inspections, WuXi XDC ensures a reliable platform and higher client satisfaction. Our active participation in community health initiatives further supports public well-being in the regions we serve. These combined efforts allow us to deliver a globally accessible, end-to-end platform for ADC and XDC that supports both our biopharmaceutical partners and society at large.

2.1 QUALITY MANAGEMENT

Guided by a quality-centered approach, we operate and oversee all production processes through a robust quality system. This robust system not only meets but exceeds customer standards, ensuring that the health and safety of patients remain the foundation of everything we do.

Our Governance

Our Chief Quality Officer leads a structured governance framework to ensure the effective and comprehensive implementation of our quality system. This Quality Governance Framework is supported by a clear governance structure with defined policies, communications, and escalation pathways, enhancing transparency in handling quality matters. The framework is further strengthened by five key departments: Quality Compliance, Quality Assurance, Quality Control, Training Center, and Regulatory Affairs, which collectively form our quality management system.



WuXi XDC Quality Governance Framework

2.1 QUALITY MANAGEMENT (Continued)

The effective management of complex quality challenges hinges on the establishment of clear policies. These policies, guidelines, and procedures are grounded in both industry best practices and applicable regulatory requirements. Serving as the cornerstone of our system, our Global Quality Manual establishes the foundation for 43 Quality Standard Guidelines and underpins thousands of Standard Operating Procedures (SOPs).

Our Action

Building upon years of accumulated expertise, we have advanced production technologies and expanded market coverage that meet the quality standards of leading global pharmaceutical companies. Leveraging these strengths, we reliably supply drugs with proven stability to our clients, thereby ensuring that high-quality products reach patients. In line with our commitment to the highest production quality under GMP requirements, we have established our One Global Quality System to ensure consistency and excellence worldwide.



One Global Quality System

2. CONTRIBUTING TO SOCIETY

2.1 QUALITY MANAGEMENT (Continued)

Quality Risk Management

The entire risk management framework at WuXi XDC is built upon the One Global Quality System, established in compliance with regulatory guidelines and our internal quality manual. Annually, we issue the quality risk management plan at the start of the year, followed by a company-wide internal quality inspection. Potential risks are evaluated at each stage through a quality risk assessment (QRA) performed across all processes.

To enhance efficiency and traceability, the quality risk system is now supported by an electronic management system. Identified risks in raw material receipt and product sampling testing are scored against internal standards for severity, occurrence, and detectability. For client projects in their later phases, a dedicated Back-End Quality Risk Assessment System has been implemented. Additionally, pre/post-tests are carried out for each process, enabling systematic assessment and management of potential quality risks.

Quality Control

We continuously enhance the construction of our quality system and the requirements for quality control, ensuring our quality competitiveness through robust in-house quality testing capabilities and systematic quality control processes. These efforts collectively form a proactive and systematic framework for managing quality and ensuring compliance across our global operations.

Testing is performed on samples across the entire production process, covering raw materials, in-process materials, drug product samples, and stability test samples, to ensure drug safety and quality. We also support method transfer from clients and carry out method validation in compliance with the requirements of the Food and Drug Administration (FDA), European Medicines Agency (EMA), Pharmaceuticals and Medical Devices Agency (PMDA), and National Medical Products Administration (NMPA). Accordingly, the QC Team executes testing based on validated methods and the test items specified for different products at each production site. Any abnormal laboratory results trigger a mandatory laboratory investigation by the QC team, following all applicable quality system regulations.

Furthermore, to ensure an optimal production environment for high-quality products, WuXi XDC routinely performs environmental monitoring, including tests on purified water. All monitoring and testing activities are carried out in strict compliance with GMP requirements.

2.1 QUALITY MANAGEMENT (Continued)

Quality Assurance

WuXi XDC upholds a comprehensive quality audit system to ensure adherence to all applicable rules and regulations. We conduct internal audits of the quality management system annually. In 2025, the Company has completed more than 203 GMP audits from global clients, including 20 audits by EU Qualified Persons (EU QP). The Company believes that these certificates will help manifest the Company's premier quality system that meets global quality standards.

In 2025, WuXi XDC achieved significant GMP milestones with the successful release of its DP3 facility in Wuxi and the mechanical completion of its new Singapore site.

WuXi XDC Singapore Manufacturing Facility Commences GMP Production

The mechanical completion of the Singapore site marks a key milestone in WuXi XDC's global GMP strategy. The site will be operated under the highest international quality assurance standards, fully complying with GMP regulations established by FDA, EMA, and NMPA, ensuring a seamless global product release. It features a state-of-the-art modular design with advanced isolator filling lines and digital production management systems. This world-class, one-stop bioconjugates manufacturing center will support projects from preclinical to commercial stages, underpinned by these standards and a strong focus on ESG principles. GMP manufacturing is expected to commence in early 2026.



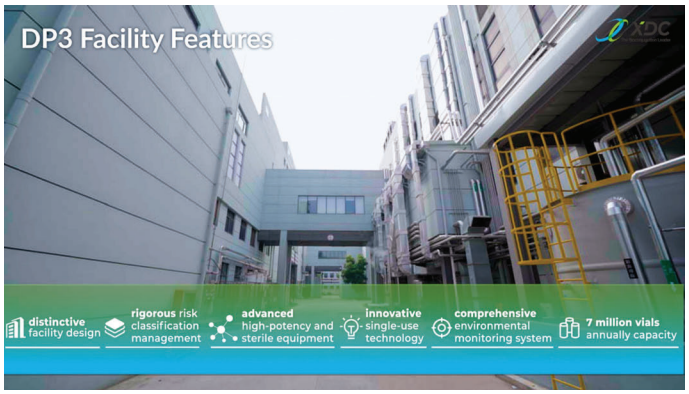
WuXi XDC Singapore Manufacturing Facility

2. CONTRIBUTING TO SOCIETY

2.1 QUALITY MANAGEMENT (Continued)

WuXi XDC Achieves GMP Release of Newly Launched DP3 Facility at Wuxi Site

The GMP release of the DP3 facility at the Wuxi site demonstrates a commitment to high-quality capacity expansion. Constructed within 18 months, the facility adheres to the highest international standards, including GMP regulations from the FDA, EMA, and NMPA. It incorporates advanced technologies such as a comprehensive environmental monitoring system, 100% online weight checks, robotic tray packaging and automatic packaging line. This ensures full process compliance and product quality for both liquid and lyophilized sterile products.



WuXi XDC DP3 Facility

Quality Culture

We place high importance on building a quality-centric culture and consistently reinforce quality awareness throughout the implementation of quality standards and daily operations. We conduct annual quality control and product safety training program for all employees, including full-time, part-time, and contractors. These programs are carried out by the Training Center, which is responsible for putting training policies into effect, developing yearly training plans, and ensuring the execution of these programs.

To maintain the highest quality standards, we have arranged onboarding training programs for new employees in R&D, production, quality, and other relevant positions. These programs include hands-on laboratory practice, covering GMP, production, and quality control. Additionally, existing employees are required to undergo annual training and upskilling courses.

2. CONTRIBUTING TO SOCIETY

2.1 QUALITY MANAGEMENT (Continued)

All employees involved in GMP operations receive dedicated GMP training. In 2025, to strengthen competencies related to quality standards, we provided GMP training covering regulatory updates, good documentation practices, common issues in GMP documents and records, and data reliability. For non-GMP personnel, we provide quality control or product safety training programs to ensure a fundamental understanding of quality culture and GMP standards.

Furthermore, all WuXi XDC employees have access to the iGrow training platform, which offers online courses that enable continuous improvement in their understanding of GMP Standards and quality-related concepts.

In addition, we conduct targeted quality assurance training programs for key suppliers annually, aiming to further enhance and refine their quality management systems. Through a combination of online and offline training formats, we deliver focused sessions covering industry benchmark case sharing, communication of compliance requirements, and other relevant topics. By continuously reinforcing our quality expectations, we support suppliers in strengthening their quality management capabilities and ensuring ongoing improvement in their overall quality performance.

2.2 INTELLECTUAL PROPERTY PROTECTION

WuXi XDC firmly believes that the protection of intellectual property (IP) forms the foundation of mutual trust with our clients. These assets are at the core of our collaborative achievements. We strictly prohibit any acts of IP infringement, thereby fueling innovative business growth.

Our Policy

WuXi XDC's IP protection framework, consistently aligned with WuXi Biologics Group standards, incorporates key policies including the *Operating Specifications of Patent Management Standards*. This integrated approach systematically governs IP ownership and usage across collaborations, effectively mitigating infringement risks while ensuring standardized governance compliant with national and international requirements.

Adhering to systematic and standardized intellectual property governance, the Company's internal IP protection practices maintain full compliance with China's national standard GB/T 29490-2013 (Administration of Intellectual Property Rights of Enterprises), while achieving seamless integration with Group-wide protocols for handling compliance incidents.

2.2 INTELLECTUAL PROPERTY PROTECTION (Continued)

Our Action

Intellectual Property Protection Measures

Our IP protection framework is reinforced by robust infrastructure, featuring advanced technical safeguards such as data traceability systems, stringent information storage access controls, and inter-project firewalls to guarantee data isolation. An established reporting mechanism enables employees to promptly report suspected IP infringements.

In order to enhance our intellectual property protection mechanism, we have updated the Patent Application Approval Process during the Reporting Period, which clearly defines the complete workflow from internal application and review to the formal initiation of external patent certification.

To maintain a competitive edge in today's innovation-driven landscape, effective intellectual property management requires advanced tools for global patent intelligence. We utilize the PatSnap platform to enhance our IP protection capabilities through comprehensive, real-time data access. Its legal status data helps identify freedom-to-operate and avoid infringement risks, while monitoring tools enable proactive market surveillance. Analysis functions such as 3D patent mapping support strategic R&D and IP decisions. By providing deep insights into global patent landscapes, the platform enhances innovation protection, risk assessment, and competitive advantage.

These technical measures and implementation of mechanism are supported by ongoing training programs designed to strengthen company-wide awareness of trade secret protection. We systematically classify and categorize trade secrets, performing thorough risk assessments before initiating key.

2.2 INTELLECTUAL PROPERTY PROTECTION (Continued)

Specialized Training

In November 2025, we conducted specialized training on intellectual property and trade secret protection for business departments. The session covered internal policies, case studies, and technical disclosure boundaries to enhance comprehension and compliance with internal trade secret protection processes.



In engagements with third parties, we require that suppliers sign a *Suppliers Intellectual Property Declaration*. This document clearly outlines IP usage guidelines and establishes dispute resolution procedures, securing adherence to our IP protection standards.

Intellectual Property Incentives Measures

We maintain a steadfast emphasis on intellectual property and innovation. In line with the Group's Service Invention Reward and Remuneration Policy, we have established a structured framework to reward and recognize the creative contributions of our employees. With the core objective of driving progress, this approach cultivates an innovative culture that motivates our team to generate new ideas and technologies for the benefit of our company and society.

2. CONTRIBUTING TO SOCIETY

2.3 CLIENT ENGAGEMENT

At WuXi XDC, client excellence is a core value that underpins our competitiveness. We achieve this by prioritizing client needs and embedding a client-oriented mindset across all operations. Our commitment is demonstrated through continuous service enhancements, ensuring we consistently deliver exceptional value and strengthen long-term partnerships based on trust.

Voice from client

"We are excited to expand our partnership with WuXi XDC. WuXi XDC's expertise and comprehensive service offerings are crucial to the success of our ADC programs. This expanded partnership enables us to leverage their end-to-end capabilities, accelerating the development of next-generation ADC therapies to address the needs of patients."

— Dr. Yong-Zu Kim, CEO and President of LigaChem Biosciences

Our Strategy

We are committed to providing an enhanced service experience through higher quality standards and improved operational efficiency, thereby continuously increasing client satisfaction. To ensure supply chain stability, we have established a Global Dual-Sourcing strategy.

Global Dual-Sourcing Strategy

We are advancing our global dual-sourcing strategy. In 2025, with the successful GMP release of the DP3 facility at Wuxi site, our production scale has been further expanded. Upon operation, this facility has an annual capacity of 7 million vials, bringing the total capacity of the three bioconjugate drug product facilities (DP1, DP2, and DP3) at the Wuxi site to approximately 15 million vials per year.

Additionally, our Singapore site is expected to support multi-level demands for commercial production, including up to 2,000 liters per batch of M antibody intermediates/drug substances (mAb/DS) and an annual capacity of 8 million vials of DP. The rapid mechanical completion of the Singapore site is a critical pillar of WuXi XDC's global dual-sourcing strategy. This site will form a global network alongside the Wuxi, Changzhou, and Shanghai sites, fully committed to promoting the diversified and sustainable development of bioconjugates.

2.3 CLIENT ENGAGEMENT (Continued)

Technology Platforms

As an industry-leading CRDMO in bioconjugates, WuXi XDC has earned an excellent reputation for its profound technical expertise, extensive experience in solving complex process challenges, and one-stop full-lifecycle services covering research, development, and manufacturing. To further accelerate the development and manufacturing of bioconjugate drugs, WuXi XDC has developed proprietary technologies, including the WuXiDARx™ technology platform, X-LinC technology, as well as WuXiTecan-1 and WuXiTecan-2 payload linker technologies. We continuously strengthen our integrated R&D capabilities by seamlessly merging expertise across protein science, small molecule, and conjugation fields.

The WuXiDARx™ technology platform enables efficient conjugation without the need for antibody engineering through innovative conjugation strategies and process optimization, significantly streamlining ADC development, enhancing efficiency, and reducing manufacturing costs.

In 2025, the Company continued to advance its proprietary WuXiDARx™ technology through ongoing updates and enhancements. We continue to expand our new service capabilities in the XDC field, having successfully delivered high-quality preparation of a significant number of non-traditional ADCs and XDC molecules. These include highly differentiated molecules such as bispecific ADCs, dual/multi-payload ADCs, DACs, AOCs, APCs, and radiopharmaceuticals, and demonstrate WuXi XDC's strong R&D service capabilities. As of the Reporting Period, the WuXiDAR4™ platform has generated 7 ADC molecules that have entered clinical trials, supported over 10 CMC projects, and prepared GMP batches exceeding 2kg in scale.

The WuXiDAR4™ platform has
➢ generated **7** ADC molecules that have entered clinical trials
➢ supported over **10** CMC projects
➢ prepared GMP batches exceeding **2**kg in scale

WuXiDAR4™ Platform Highlight

2.3 CLIENT ENGAGEMENT (Continued)

During the Reporting Period, we have introduced the novel WuXiTecan technology platform. The WuXiTecan platform, comprising the WuXiTecan-1 and WuXiTan-2 candidates, demonstrates potent tumor suppression and an enhanced safety profile. Both technologies feature Mal connectors and lysosomal peptidase release mechanisms and are currently in the preclinical stage. WuXiTecan-1 utilizes a novel TOPi payload with a GGFG linker, showing efficacy comparable to DS-8201 and better tolerability in preclinical studies. WuXiTecan-2 employs Exatecan with a novel hydrophilic linker, yielding better hydrophilicity and efficacy compared to benchmarks, alongside well tolerability in toxicology assessments. This platform is designed to provide tunable payload potency, novel cleavage mechanisms, and optimized linker hydrophilicity, offering a diverse portfolio of advanced payload-linkers engineered for safety, efficacy, and flexibility across development stages.

In addition, we also enhance our Innovative capabilities through X-LinC technology, a highly stable connector designed to improve ADC stability and therapeutic window. Supported by our rich portfolio of payload-linker and conjugation technologies, extensive expertise in synthesis and process development, industry-leading know-how, comprehensive analytical methods, and dedicated facilities, we continue to strengthen our platform while collaborating with third parties to integrate advanced ADC technologies including CysLink™ and AbClick®.

WuXi XDC is committed to providing even higher-quality services that empower global partners to accelerate the development of innovative therapies, thereby creating greater value for industry progress and patient health.

Our Action

Service Upgrade

To address the industry's demand for faster timelines, lower risks and reduced costs, WuXi XDC has established a suite of integrated service platforms and proprietary technologies that significantly shorten development cycles and improve product quality. These capabilities are particularly effective in process development, where they help reduce risks, lower costs, and accelerate timelines.

2.3 CLIENT ENGAGEMENT (Continued)

Additionally, to accommodate the growing business volume and expanding scope in WuXi XDC, we transitioned our R&D team from a project-based model to a specialized functional structure with clear responsibilities. Meanwhile, we established new promotion and performance evaluation mechanisms to effectively support employee career development. These optimizations have strengthened the team's professionalism and ensured long-term retention of core talent, preserving the continuous accumulation of key technologies and expertise.

Client Communication and Feedback

WuXi XDC values clients' voice and struggles to enhance service quality through effective client communication. We have established dedicated feedback channels, including dedicated email and telephone lines, to systematically receive and address client concerns. We analyze root causes, implement targeted measures, and update relevant SOPs accordingly. During the Reporting Period, no client complaints were received regarding products quality and safety.

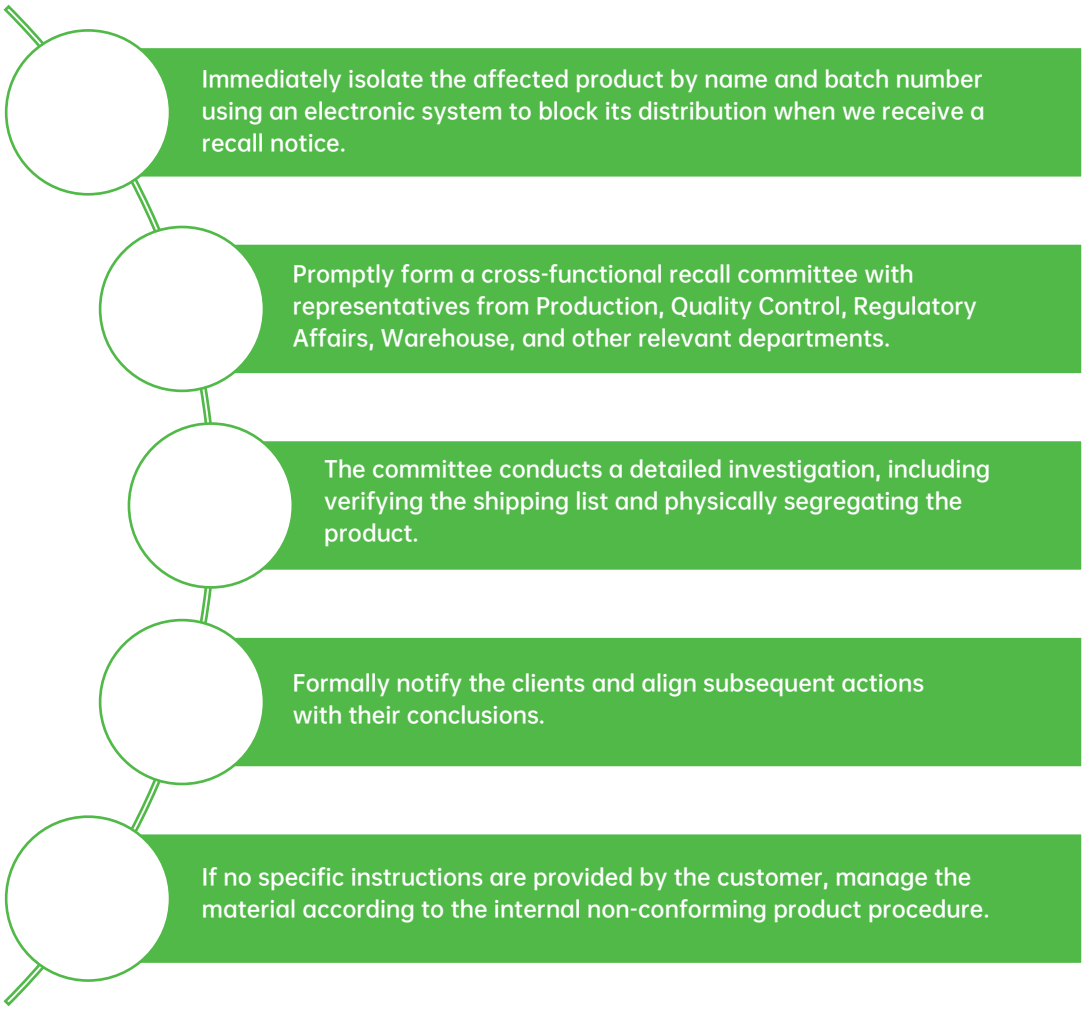


Process to Handle Quality Complaint

2.3 CLIENT ENGAGEMENT (Continued)

Product recall

As a CRDMO company, WuXi XDC fully cooperate with clients in the event of recalls. WuXi XDC has established a dedicated product recall process to ensure a swift and coordinated response in the event of a produce recall. This process is activated based on various triggers, including clinical findings, customer decisions, or regulatory requirements. In addition, we conduct a mock recall with our clients to ensure the reliability and efficiency of the product recall process. In 2025, no product recalls occurred.



Product Recall Process

2.3 CLIENT ENGAGEMENT (Continued)

Meeting Client Needs

To better meet client needs, WuXi XDC has enhanced its client feedback mechanism by conducting quarterly satisfaction surveys. This allows for more timely insights and continuous improvement. Satisfaction scores remained consistently high, averaging 4.5 out of 5 in 2025. Direct client feedback has driven specific operational enhancements, such as implementing a new digital document management system. These targeted actions demonstrate our commitment to actively listening to clients and evolving our services to address their requirements effectively.

Enhancing Project File Management via DaVinci Client Portal

In response to client feedback regarding inefficient project file management, including difficulties in document retrieval and inconsistent uploads of finalized versions, WuXi XDC developed and implemented the DaVinci Client Portal. The platform integrates key modules such as Doc Tracker for document progress monitoring and Resource Center for real-time file sharing and collaborative editing. Since its rollout in 2025, all new projects have adopted the system, significantly improved operational efficiency and client experience and laid the foundation for ongoing digital optimization.

Reflecting strong trust in our professional capabilities and outstanding industry performance, WuXi XDC received over 30 client accolades and recognitions in 2025, such as trophies, certificates, and handwritten notes. We remain committed to continuously enhancing our client service offerings to deliver even greater value.

Our Performance

Performance highlight
Achieved an average client Satisfaction rating of 4.5/5 in 2025

2. CONTRIBUTING TO SOCIETY

2.4 COMMUNITY SUPPORT

WuXi XDC consistently fulfill its social responsibilities, firmly believing that the benefits of development should be shared with society. We continuously expand our philanthropic initiatives to provide warmth and meaningful support to our community.

2.4.1 Volunteerism and Donation

Our Action

WuXi XDC actively organizes and participates in volunteer service activities, demonstrating its commitment to corporate social responsibility through concrete actions. We encourage employees to join the Company-wide volunteer association, fostering community care and contributing to social progress through hands-on involvement. Furthermore, WuXi XDC consistently makes charitable donations to provide tangible support for public welfare initiatives.

During the Reporting Period, WuXi XDC's volunteer contribution for community service totaled 432 volunteer hours and 72 instances of participation.

Hearts United in Aid: Supporting Recovery After the Flames

On November 26, 2025, a Level-5 broke out in the Tai Po District of the New Territories, Hong Kong, China. Following the disaster, WuXi Biologics and WuXi XDC jointly donated HKD10 million to support fire rescue and recovery efforts in Hong Kong. This collaborative initiative provided a swift response to urgent social needs, offering financial assistance to help affected residents with relocation and reconstruction. It demonstrated the Companies' coordinated commitment and social responsibility in addressing unexpected public emergencies.

Annual Blood Donor Day

In 2025 at the Shanghai Site, WuXi XDC answered the call for voluntary blood donation. The initiative resulted in 18 eligible colleagues donating a total of 21 units (4,200 milliliters) of blood.



2.4 COMMUNITY SUPPORT (Continued)

2.4.2 Industry-Wide Collaboration

Our Action

WuXi XDC promotes extensive dialogue and deep integration within the industry by actively participating in and organizing various exchange activities, working collaboratively to advance the sector into a new phase of development.

WuXi XDC Participates in the 15th World ADC London Conference

As a global leader in bioconjugate drug CRDMO, WuXi XDC made a notable appearance at the 15th World ADC London conference. Through technical presentations, scientific poster displays, and booth exchanges, the Company shared how its innovative technology platform and integrated CMC services accelerate the development of novel antibody-drug conjugates. The Chief Technology Officer delivered a keynote speech, while the expert team showcased multiple cutting-edge technological achievements. This participation aimed to deepen industry collaboration and drive innovation and advancement in the field of bioconjugate therapeutics.



2.4 COMMUNITY SUPPORT (Continued)

Jointly Build a New Global Ecosystem for the Bio-coupled Drug Industry in Singapore

From September 24 to 26, 2025, WuXi XDC, leveraging Singapore as the "Strategic Hub for Biopharma in Asia-Pacific," successfully hosted a series of high-impact events focused on the field of bioconjugate drugs. Through a multi-dimensional integrated format — featuring an exclusive site visit to its Singapore facility, high-level closed-door roundtables, technical exchanges, an industry gala dinner, and a dedicated forum at the 2025 BPD Singapore BioProcess Development Conference — the series brought together global leading experts and connected worldwide industry chain resources. Guided by the core philosophy of "Empowering the Ecosystem through the Hub, Driving Innovation through Collaboration," it penned a chapter of both strategic significance and practical value for the global collaborative development of the bioconjugate drug industry.



Fourth Symposium on Protein Science and Antibody Discovery

The fourth protein science and antibody discovery seminar was held in Shanghai on November 21, 2025. With the theme of "focusing on protein innovation and accelerating the take-off of the industry", the conference set up two sub-forums, namely, the main forum and "autoimmune and tumor drug development" and "complex antibody and protein engineering", to carry out in-depth exchanges around cutting-edge hot spots such as autoimmune drugs, TCE, ADC, double antibody, triple antibody, MCE, TCR and technical strategies such as target verification, antibody engineering, drug screening and preclinical research, so as to create a high-quality academic platform for the industry.



3. EMPOWERING OUR PEOPLE



WuXi XDC adheres to a people-oriented development philosophy and promotes an equitable, diverse, and inclusive corporate culture. We continuously refine labor management and talent development mechanisms, strengthen compensation and benefits management, maintain proactive communication, and provide comprehensive support. Furthermore, the Company is committed to fostering a healthy and safe working place, safeguarding employee rights, and supporting employees' self-fulfillment and professional growth.

3.1 COMPLIANT EMPLOYMENT

WuXi XDC endeavors to build a diverse and equitable workplace for all our employees, fostering a respectful and inclusive work environment. The Company adheres to fair and compliant recruitment practices, welcomes exceptional talent and provides employees with ample opportunities for growth to realize their potential and value. WuXi XDC respects every employee and is committed to eliminating inappropriate workplace behavior, enabling employees to pursue personal development in a supportive and caring environment while promoting the shared growth of both the Company and its employees.

3.1.1 Employee Recruitment and Human Rights Protection

Our Commitment and Policy

WuXi XDC strictly adheres to internationally recognized human rights standards and labor conventions, actively implementing the principles enshrined in the *United Nations International Bill of Human Rights* (comprising the *Universal Declaration of Human Rights* and its associated covenants), the *International Labor Organization's Declaration on Fundamental Principles and Rights at Work* and its follow-up, and the *UN Guiding Principles on Business and Human Rights*. WuXi XDC consistently regards the Group Code of *Business Conduct and Ethics* as the fundamental guideline governing all recruitment activities, ensuring that every talent acquisition initiative fully aligns with international norms, regional and country guidelines we operate and corporate values.

WuXi XDC regards human rights protection as fundamental to corporate responsibility. We are committed to embedding human rights management principles across all our manufacturing and management operations. This commitment is realized through our adherence to the *Employee Handbook*, the *Onboarding Management Manual*, and the *Whistleblowing and Investigation Policy*, supported by concrete actions.

3. EMPOWERING OUR PEOPLE

3.1 COMPLIANT EMPLOYMENT (Continued)

WuXi XDC places a high priority on talent development and has established clear, measurable annual recruitment targets aligned with its strategic planning and business growth requirements, ensuring a robust talent supply to support sustainable organizational growth.

To ensure recruitment quality, we have established clear,quantifiable hiring satisfaction targets for each business unit.

Annual completion rate targets have been established for campus recruitment, external hiring, and Elite Program.

The Greater China region recruited 30 talents with overseas backgrounds.

Our Action

Human Rights Protection

WuXi XDC has established a systematic risk identification and assessment mechanism to effectively manage human rights risks. Through annual enterprise risk assessments combined with ESG materiality analysis, the Company regularly identifies potential human rights risks[4]. Proactive assessments are conducted for human rights risks related to its operations, value chain, and new business relationships. We regularly conduct sustainable risk assessments on key suppliers, encompassing their performance in human rights and labor rights, and provide audit feedback and improvement plans to targeted suppliers. Upon identification of any risk hazards, immediate response measures are initiated to mitigate or remediate potential negative impacts.

WuXi XDC strictly adheres to the *Onboarding Management Manual* established by the Group, ensuring the implementation of human rights protection requirements from the very outset of employee onboarding. This policy clearly outlines the information review and age verification process that helps ensure that children are not employed and provides remedial measures for any inadvertent hiring of child labor. We monitor working hours, manage overtime, and ensure employees are paid for overtime. At the same time, we strictly prohibit any form of discrimination based on ethnicity, race, gender, region, religious beliefs, employment type, and other factors, as well as inhumane treatment, including harassment.

[4] Potential risks include discrimination, human trafficking, child labor, forced labor, as well as impacts on the environment and local communities.

3. EMPOWERING OUR PEOPLE

3.1 COMPLIANT EMPLOYMENT (Continued)

WuXi XDC strictly prohibits any form of human rights violations and promotes the establishment of an accountability mechanism through the "PROUD"[5] initiative. We encourage employees and external stakeholders to report any form of discrimination, harassment, violence, abuse, or other misconduct and all grievance channels are formal and confidential. If the report is substantiated, we will handle the matter seriously and take strict action with zero tolerance. During the Reporting Period, WuXi XDC did not experience any incidents of forced labor, child labor, or discrimination.

SpeakUp, Grievance Reporting	
Phone (China)	400-120-5045
Phone (Singapore)	800-492-2740
EthicsPoint Website	wuxibiologics.ethicspoint.com
Mailing Address	Compliance and Risk Management Center Building 4, Lane 800 Qifan Road, Pudong New Area, Shanghai, China
E-mail	SpeakUp@wuxibiologics.com

WuXi XDC provides comprehensive human rights training for all employees, covering anti-discrimination and anti-harassment, to explain policy requirements and promote the principles of human rights protection. We offer specialized training for managers, delivering clear directives to ensure objective assessments and mitigate unconscious biases.

Talent Acquisition

Annually, WuXi XDC conducts customized adjustments and iterations based on the Company's business development plan, operating within the established framework of organizational and talent development planning, and systematically drives their implementation. WuXi XDC conducts annual talent reviews, systematically reviewing organizational structure, core positions, and the talent system to identify challenges and areas for optimization in organizational development. We define the responsibilities and advancement criteria for key positions, analyze the current talent landscape and development trajectories across all organizational levels, and systematically evaluate talent requirements for critical roles.

[5] PROUD: stands for Passion, Reward, Ownership, Unity and Determination

3. EMPOWERING OUR PEOPLE

3.1 COMPLIANT EMPLOYMENT (Continued)

We recruit talent from diverse backgrounds through multiple channels, including campus hiring, employee referrals, and internal job postings. Our recruitment team itself comprises hiring managers and interviewers with varied backgrounds, and we employ standardized methodologies to assess all candidates.

Seeds Program

The Seeds Program represents WuXi XDC's initiative to develop and nurture current students. Distinct from conventional internship programs, it is designed to proactively secure top talent. Participants undertake paid internships lasting more than three months, acquire essential workplace competencies, and receive priority consideration for full-time positions. In 2025, Seeds Program recruited 147 interns. The Company has established partnerships with numerous well-recognized universities.

Elite Program

The Elite Program is WuXi XDC's tailored talent development initiative designed to meet the future needs of the biopharmaceutical industry. Through an 18-24-month systematic training program, it aims to cultivate next-generation leaders who combine deep professional expertise, strategic vision, and management capabilities for WuXi XDC department and the broader industry.

In 2025, WuXi XDC recruited 40 elite talents based on business expansion and talent reserve planning, spanning core functions including project management, process R&D, and manufacturing. All selected candidates hold master's degrees or above, with 19 holding doctoral degrees and over 80% having studied at or graduated from top overseas universities. These individuals bring solid academic foundations, cutting-edge technical perspectives, and strong international communication skills, injecting global talent momentum into the department's continued growth.

3. EMPOWERING OUR PEOPLE

3.1 COMPLIANT EMPLOYMENT (Continued)

Walk-in Campus Recruitment

WuXi XDC officially launched its 2026 campus recruitment campaign on September 15, 2025. The campaign adopts an integrated online and offline approach, encompassing multiple touchpoints such as campus presentations and corporate open days. It aims to systematically showcase the employer brand and career development pathways through in-depth engagement with targeted students and faculty.

Building on traditional career fairs and dedicated info sessions, the Company has introduced innovative formats such as campus roadshows, industry roundtable forums, and overseas virtual sessions, significantly expanding campus reach and enhancing interactive engagement. Furthermore, WuXi XDC has established dedicated recruitment platforms such as "WuXi XDC X-talent" to continuously optimize hiring efficiency and the candidate experience.





WuXi XDC actively builds a diversified talent development system by integrating external online learning platforms and deepening university-enterprise collaborations, continuously strengthening the professional talent pipeline. The Company also offers postgraduate internship programs and partners with universities to deliver customized training plans. We foster partnerships with educational institutions to help develop the next generation of medical professionals. These collaborations give students valuable hands-on experience through internships and research projects, allowing us to spot talent early and contribute to their growth.

3. EMPOWERING OUR PEOPLE

3.1 COMPLIANT EMPLOYMENT (Continued)

Jiangnan University	Under the Seed Program Internship Base Cooperation Agreement, the Company annually hosts third-year Pharmaceutical Engineering students for three-month on-the-job internships. Additionally, it organizes visits and exchanges for undergraduate and postgraduate students to the new district production laboratories on an irregular basis, facilitating in-depth communication and mutual understanding between the university and the enterprise.
Tsinghua University	We have entered into a strategic cooperation agreement with the School of Life Sciences at Tsinghua University, supported by a donation of 1 million RMB over a five-year period, to jointly advance talent cultivation, recruitment, and university-industry collaboration. Specific initiatives include organizing exclusive WuXi XDC recruitment sessions, hosting alumni industry-academia exchange events, naming a lecture hall in the Tsinghua Life Sciences Building after WuXi XDC, engaging in joint research projects, implementing an industry mentor program, co-hosting the "Tsinghua Life Sciences and Medicine Alumni Forum," and establishing internship and practice bases.
Zhejiang University	In collaboration with Zhejiang University, an offline industry forum seminar was organized to promote the in-depth integration of industry, academia, and research, providing students and professionals with a platform for face-to-face exchange with industry experts.

Our Performance

During the Reporting Period, all targets for WuXi XDC's campus recruitment, Elite Program recruitment, experienced-hire completion rate, and business unit hiring satisfaction were successfully achieved.

Meanwhile, based on its outstanding performance during the Reporting Period, WuXi XDC was honored with the 2026 "Outstanding Human Resources Management Award" by 51job, demonstrating that the Company's talent strategy value and employer brand achievements have been highly recognized externally.



3. EMPOWERING OUR PEOPLE

3.1 COMPLIANT EMPLOYMENT (Continued)

3.1.2 Diversity, Equity, and Inclusion

WuXi XDC firmly believes that diverse teams bring together broader perspectives and collective wisdom, while an inclusive culture ensures every voice is heard and every potential is realized. We are committed to fostering such an environment and providing a positive workplace experience for all employees.

Our Commitment and Policy

WuXi XDC adheres to the *WuXi Biologics Diversity, Equity, and Inclusion (DEI) Policy*, which clarifies the central role of DEI in our corporate culture and operations, and provides systematic guidance for building a fair, respectful, and empowering work environment.

Our Targets

WuXi XDC is committed to fostering a diverse and inclusive workplace and continuously strengthening its DEI initiatives. We have set a target of achieving at least 45% female representation in managerial positions across our global operations. To realize this goal, we implement regular DEI initiatives.

Our Action

Women in STEM (WiSTEM)

To foster an inclusive, diverse, and closely connected organizational culture, we launched the WiSTEM initiative in 2022, aiming to support and inspire more female employees to enhance their representation in STEM fields and fully realize their potential. The Company's DEI working group continuously plans and implements a series of company-wide activities designed to provide strong support for the professional growth of female employees.



3. EMPOWERING OUR PEOPLE

3.1 COMPLIANT EMPLOYMENT (Continued)

Continuous Monitoring of DEI

WuXi XDC maintains a long-term focus on fostering an inclusive workplace environment, systematically collecting and analyzing employee diversity data to track and assess progress on an annual basis. Our Board of Directors plays a critical oversight role by conducting an annual review of our DEI strategy and its execution. Leveraging advanced data tracking tools such as HR dashboards, the Company continuously monitors key diversity metrics. This management practice is critical for driving the implementation and continuous optimization of company-wide diversity initiatives.

At WuXi XDC, we are committed to providing equal pay for equal work between male and female employees. We conduct comprehensive annual reviews of compensation data to ensure ongoing oversight and alignment with this principle.

Global Cultural Awareness Training

The convergence of diverse talent brings abundant creativity and varied perspectives, providing a strong foundation for innovation and inclusive decision-making. We promote teamwork, open communication, and mutual respect, and are committed to providing every employee with a growth platform to fully utilize their unique talents and achieve personal value. To further advance the principles of DEI, the Company has systematically launched specialized training programs for all employees.

WuXi XDC DEI Training

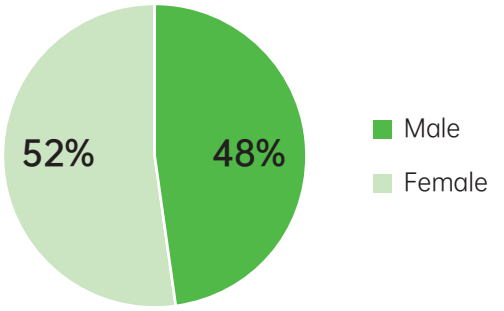
During Reporting Period, WuXi XDC conducted mandatory DEI training for all employees. The program introduced core DEI concepts and provided clear examples of prohibited discrimination and harassment in the workplace. The training content was developed with reference to applicable international and domestic legal frameworks, ensuring the Company's standards align with recognized regulations. This initiative reinforced WuXi XDC's commitment to maintaining a respectful and inclusive workplace for everyone.

3.1 COMPLIANT EMPLOYMENT (Continued)

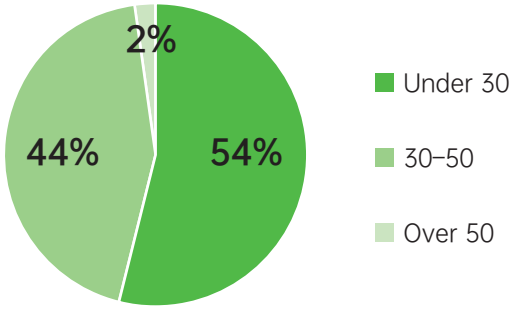
Our Performance

In 2025, female employees at WuXi XDC accounted for 52% of the workforce, with women holding 43% of management positions and constituting 38% of senior management, reflecting the Company's marked progress in advancing gender equality and cultivating female leadership.

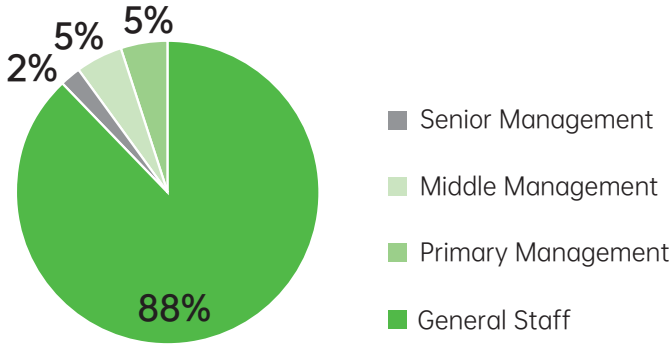
Employees by Gender



Employees by Age



Employees by Job Level



3. EMPOWERING OUR PEOPLE

3.2 EMPLOYEE TRAINING AND DEVELOPMENT

Talent development is a key pillar of WuXi XDC's long-term competitiveness and business growth. We view employees' wisdom and insights as core drivers of the Company's innovation and ongoing evolution. To this end, we continue to increase investment in human capital, establishing and improving structured, full-cycle training and growth mechanisms to systematically support the enhancement of employees' capabilities.

Our Targets

WuXi XDC is continuously strengthening our talent management system, aiming to build a more attractive and cohesive talent ecosystem that effectively attracts and retains top talent within the industry.

Talent development targets

- We are committed to ensuring that our training programs cover 100% of the Company's frontline managers, and we aim for an employee training satisfaction rate of 95%.

Our Action

WuXi XDC carries out employee training activities in an orderly manner in accordance with the *Global Employee Training Management Policy of WuXi Biologics*. WuXi XDC develops and updates its annual training and development plan each year, systematically optimizing the structure of the training system and advancing specialized programs. All training resources are made equally available to all employees, including part-time employees and contractors, to support professional growth and skills development. We have established a one-stop learning system centered on the iGrow platform. Supported by a rich repository of course resources, the platform covers job-specific skills, professional competencies, and industry-leading knowledge, effectively enabling employees' self-directed learning and career development of training resources.

3.2 EMPLOYEE TRAINING AND DEVELOPMENT (Continued)

Diversified Talent Development Pathways

WuXi XDC effectively leverages group-wide resources to build a systematic training framework. We continuously refine training content and objectives to ensure that the courses offered comprehensively support the developmental needs of all employees, including part-time employees and contractors.

Types	Trainees	Training Contents
Orientation	All employees	New employees must complete the Company's unified orientation training within 30 days of onboarding.
	All employees	During their initial 12 months of employment, new hires embark on the New Employee Orientation (NEO) learning experience.
	All management	In the first six months following their onboarding, new leaders will participate in the "Navigator Program".
Leadership	All Employees	Centering around aspects such as self-awareness, project management, effective communication, and personal effectiveness.
	Primary Management	Using a blended learning approach to boost junior managers' management capabilities, with an emphasis on role transitions, situational leadership team management, communication, and employee motivation.
	Middle Management	Centering around making effective decisions, self-management, leading teams to achieve high performance, adopting the role of a coach as a leader.
	Senior Management	Senior Level Leadership Program enables leaders to cultivate a profound sense of self-awareness. This is achieved through practices like mindfulness, "leader as coach" training, and one-on-one coaching sessions.

3.2 EMPLOYEE TRAINING AND DEVELOPMENT (Continued)

Types	Trainees	Training Contents
Professional and Job-Specific	Junior Specialist	Through on-the-job training and standard operating procedure training, technical staff can adapt rapidly and acquire core knowledge and technology.
	Mid-Level Specialist	By obtaining advanced knowledge and fortifying their project management skills, mid-level technical experts can develop into managers driven by technology.
	Senior Specialist	Through the implementation of training camps and specialized programs, enhancing the drug research and innovation skills of our specialists, paving the way for them to emerge as highly-regarded experts within their fields.
Educational	All Employees	Encouraging employees to obtain on-the-job graduate and doctoral degrees from partner universities, including Fudan University, Tsinghua University etc., as well as offering language learning opportunities, and also providing tuition support.
	All Employees	A program designed to support the Company's strategic objectives.
General Skills	All Employees	The iGrow online learning platform covers office skills, soft skills, and fundamental leadership skills.
Vocational	All Employees	We stimulate employees, including contractors, with financial support to obtain relevant occupational credentials.

Training Program Framework

3.2 EMPLOYEE TRAINING AND DEVELOPMENT (Continued)

Series Employee Development Training Program

We are consistently committed to building a talent development ecosystem that aligns with corporate strategy. Through continuously optimizing our talent development system, we have successfully launched talent development program. Additionally, through specialized initiatives such as "Coaching Leadership Program" and "Customized Bootcamp", we systematically support talent growth in key dimensions including cognitive enhancement, leadership advancement, and collaboration effectiveness, fully addressing the evolving capabilities required by business development.

Frontline Managers Program
The frontline program is to enhance their leadership skills, help them develop role awareness, and strengthen the reserve of mid-level management talent.

Elite Program
A customized talent development project designed by the Company to foster the next generation of top talents in the industry and train future leaders.

Middle Level Managers Program
Designed for mid-level managers to build high-performing teams and enhance the organization's core strengths through leadership projects.

Coach Program
Designed for senior level managers and focuses on leadership projects that achieve team and organizational change through self-awareness.

We focus on enhancing the strategic vision, team leadership, and change-driving capabilities of employees at all levels and provide them with comprehensive succession planning & development programs at multiple levels. Through a series of skills and knowledge development training, we built a solid leadership pipeline to support the Company's sustainable development. The implementation of leadership enhancement training at WuXi XDC in 2025 is summarized as follows.

3.2 EMPLOYEE TRAINING AND DEVELOPMENT (Continued)

Primary Management Training Program

The Primary Management Training Program aims to enhance frontline managers' team management and leadership capabilities, helping them establish role awareness, apply learning to practice, and develop cross-departmental influence. The program is designed based on the 70-20 principle and runs for four months, integrating offline workshops, online courses, and action learning.

Guided by line managers and professional coaches, participants tackle real business challenges and ultimately produce six actionable, scalable solutions that improve efficiency, reduce cost, and boost productivity, closing the loop between learning outcomes and business results.




Elite Development Program

The Company has launched a customized Elite Development Program to cultivate future industry leaders through an 18–24-month cycle integrating "systematic learning, immersive practice, and diversified exchange".

In 2025, three cohorts were held, covering 35 management trainees. The program adopts a "planet + path" visual model, breaking competency development into ten core topics and combing job rotations with mentor guidance to translate knowledge into practice. Three interactive platforms were established to foster engagement among participants and with managers, following a "learn-practice-exchange" spiral approach enhanced by a "stellar journey" gamified design, systematically enhancing participants' capabilities. This year's training emphasized comprehensive onboarding support, achieving notable outcomes in mindset development, foundational skill-building, and role transition — laying a solid foundation for trainees' career growth and infusing new vitality into the Company's talent pipeline.






3.2 EMPLOYEE TRAINING AND DEVELOPMENT (Continued)

Mid-to-Senior Leadership Program

The Mid-to-Senior Leadership Program focuses on strengthening leadership and strategy execution capabilities of the organization's core managerial talent. Through leadership assessments, thematic training, action learning, one-on-one coaching, and specialized workshops, the program establishes a systematic competency development framework. Designed for mid-to senior-level managers, it addresses real-world management challenges and leverages professional coaching tools to help leaders overcome bottlenecks, improving both individual leadership and organizational performance.

Shift Leader Development Program

The Shift Leader Development Program targets frontline supervisors in production, quality, and related functions, aiming to systematically enhance their on-site management, team motivation, and task execution capabilities. The curriculum covers core modules such as standardized operations, communication and coaching, efficiency optimization, and safety control. By integrating theory, case studies, and hands-on practice, the program enables shift leaders quickly acquire practical management tools, strengthen team execution and problem-solving skills, and thereby improve both production efficiency and quality control within their teams.

We are committed to providing every employee with training resources closely aligned with their career development path, helping them deepen their expertise, expand their professional boundaries, and achieve synergistic growth for both individuals and the organization. The implementation of professional competency development training for WuXi XDC employees in 2025 is summarized as follows.

Internal Trainer Training

In 2025, the Company focused on building its internal trainer team, successfully recruiting 13 trainers. Through targeted training in facilitation skills and TTT (Train the Trainer) programs, their capabilities in course design, interactive teaching, and learner guidance were systematically enhanced, laying a solid foundation for the effective operation of the internal training system.

3.2 EMPLOYEE TRAINING AND DEVELOPMENT (Continued)

Language Training

The Company provides language training to all employees through an English learning platform and small-group speaking. At the same time, the Company conducts online new employee orientation globally via the iGrow platform, integrating training content to help new employees understand the Company's business and promote cross-cultural integration.

GMP Training

The Company has established a GMP training system covering full-time employees, third-party personnel, suppliers, and consultants. The training includes GMP fundamentals, regulatory updates, role-specific responsibilities, and skills, delivered through both knowledge-based and skill-based courses. Requalification and periodic retraining are conducted to ensure ongoing compliance.

In 2025, over 600,000 person-times were trained. QA and relevant departments track training effectiveness through examinations, skill assessments, and deviation reviews, ensuring regulatory compliance while strengthening employees' quality awareness to safeguard product quality and patient safety.

Supporting for Degree Programs and Certifications

According to the *Global Employee Training Management Policy of WuXi Biologics*, all employees (including part-time and contractors) of WuXi XDC can apply for supporting from company through Education Development Assistance Program and seek to advance their academic qualifications or obtain professional certifications. The Company has maintained close cooperation with institutions such as Fudan University, Jiangnan University, and Tsinghua University to carry out degree programs for employees. Employees may apply voluntarily through email upon receiving the program launch notice from the HR department or by consulting their local HR team. After obtaining company approval and meeting the program entry requirements, eligible employees will be enrolled in the corresponding project and begin their learning plan with relevant support.

3.2 EMPLOYEE TRAINING AND DEVELOPMENT (Continued)

Talent Motivation and Promotion

WuXi XDC has established a standardized promotion and internal transfer mechanism, providing all employees with a clear career development path to support their potential and professional growth. At the same time, we continue to optimize the global job grading system and mobility mechanisms to further promote the global flow and development of talent.

Executive Track (E)

- Executives in this track are responsible for making strategic decisions and charting the overall direction of the organization

Management Track (M)

- Individuals in this track drive the execution of goals by managing teams or departments. They assume the responsibility of personnel management, overseeing and guiding their teams to achieve organizational objectives

Professional Track (P)

- Employees in this track possess specialized knowledge. They contribute to the organization through their unique professional skills, expertise, or creativity, leveraging their individual capabilities to enhance the Company's performance

Technical Support Track (T)

- Employees in this track play the role of providing technical support or services to other employees or clients

Talent Development Track

WuXi XDC's performance management system is strategy-oriented, translating the Company's business strategic plans into departmental and role-specific objectives, which are deeply linked to individual performance indicators. We have established a comprehensive individual performance evaluation system, conducted annual performance reviews and granted employees the right to appeal evaluation outcomes.

3.2 EMPLOYEE TRAINING AND DEVELOPMENT (Continued)

During the Reporting Period, 92% of employees participated in the annual performance appraisal and career development appraisal, while 100% of employees with less than three months of employment participated in the performance appraisal of new employees. In addition, we will analyze the specific competencies each employee currently needs to develop and create an Individual Development Plan (IDP) that aligns with their personal career goals as well as organizational objectives, thereby supporting employee growth.



Performance Appraisal Process

3.2 EMPLOYEE TRAINING AND DEVELOPMENT (Continued)

Remuneration and Employee Equity Plan

WuXi XDC remains committed to establishing fair and competitive compensation and incentive systems to enhance employee motivation.

Our pay structure consists of fixed and variable pays elements. All employees (including non-officer and non-sales staff) are eligible for variable performance-based pay. As part of our annual performance bonus scheme, every employee, including contractors, is eligible for high-performance rewards. We make sure that top-performing employees are acknowledged through different salary adjustment approaches. These include annual raises, promotions, and special adjustments. On top of this, the Company has implemented employee equity programs, covering key employees and management level, as a way to connect long-term incentives to both corporate and individual performance.

3.3 EMPLOYEE BENEFITS AND ENGAGEMENTS

WuXi XDC is committed to building an employee-centric care system by offering comprehensive welfare benefits and establishing regular communication mechanisms. This approach enables the Company to consistently listen to and respond to employee needs, continuously optimizing the overall work experience

Our Action

Employee Benefit

WuXi XDC continues to build a family-friendly employer brand by enhancing its employee benefits system and fostering a warm corporate culture, actively supports employees in achieving work-life balance.

WuXi XDC strictly complies with the relevant laws and regulations in its operating locations, ensuring timely and full payment of social insurance contributions for all employees. Additionally, we provide various non-pay benefits to all employees, such as paid parental leave (including 14 weeks of maternity leave and 2 weeks of paternity leave), caregiver leave for parents, and commuting subsidies. Contractors are entitled to the same daily benefits as full-time employees.

3.3 EMPLOYEE BENEFITS AND ENGAGEMENTS (Continued)

Types of benefits	Details
Statutory Benefits	Pension
	Medical insurance
	Unemployment insurance
	Disability insurance
	Work-related injury insurance
	Birth insurance
	Housing provident fund
Supplementary Benefits	Enhanced paid annual leave
	Supplementary commercial insurance
	Annual health examinations
	Commuting buses
	Overtime pays and time off in lieu
	Cafeteria
	Outdoor activities
Flexibilities	Flexible working hours
	Remote working arrangements
Family-Friendly Benefits	Paid maternity leave
	Paid paternity leave
	Prenatal check-up leave
	Paid parental leave
	Paid family or care leave beyond parental leave
	Breast-feeding/lactation leave
	Nursing room

3.3 EMPLOYEE BENEFITS AND ENGAGEMENTS (Continued)

Employee Communication

To effectively understand employees' genuine needs, we have established diverse and open communication channels and feedback mechanisms for human resource management, including the Company intranet, CEO mailbox, corporate WeChat, town hall meetings, senior management forums, and off-site training. At the same time, confidential grievance reporting and escalation management mechanisms have been set up for both internal and external stakeholders.

Festive Activities

WuXi XDC actively fosters a warm and harmonious corporate culture by organizing a series of festive activities, such as Lantern Festival riddle guessing and tangyuan making, as well as Christmas-themed parties and gift exchanges. These events enrich employees' leisure time, enhance team cohesion and a sense of belonging, allowing every employee to feel the company's care and festive joy amidst their busy work schedules.






Run for Health

WuXi XDC is consistently committed to fostering a healthy, positive, and vibrant cultural environment. In 2025, the Company specifically organized a series of outdoor activities, such as the "WuXi Fun Run", to continuously promote the physical well-being of employees.





3.3 EMPLOYEE BENEFITS AND ENGAGEMENTS (Continued)

Midday Health Express: TCM Clinic

WuXi XDC hosted a special lunchtime free clinic — the "Chinese Medicine for Overseas Chinese • Midday Health Express" — providing traditional Chinese medicine services. The event featured a professional TCM team conducting one-on-one health consultations, and offering TCM guidance for common occupational health issues. Aimed at promoting employees' well-being and raising health awareness, the event was warmly received and attracted enthusiastic participation from staff.



Family Day Event

To enhance employees' sense of belonging, WuXi XDC organized a Family Day event, inviting staff to participate with their family members. The activity provided children an opportunity to learn about their parents' professional environment while fostering stronger family bonds through shared experiences.





3.3 EMPLOYEE BENEFITS AND ENGAGEMENTS (Continued)

WuXi XDC is committed to placing the comprehensive development and well-being of employees as a top priority, striving to build a people-oriented and continuously growing work environment. For this purpose, WuXi XDC conducts annual all-employee satisfaction surveys, focusing on key dimensions such as job satisfaction, purpose alignment, happiness, stress management, professional development, and workplace rewards, systematically collecting feedback to guide management improvements.

In 2025, we conducted a satisfaction survey among all employees via an online questionnaire, with the average baseline satisfaction rate reaching 84%, reflecting employees' recognition of the work environment and management mechanisms.

3.4 OCCUPATIONAL HEALTH AND SAFETY

Through a systematic management framework, forward-looking risk prevention, and a practice culture of organization-wide participation, we strive to create a safe and healthy working environment for employees, contractors, and visitors. In parallel, we instill safety as a habit and integrate wellness into daily routines through consistent communication and practice.

Our Governance

WuXi XDC strictly adheres to the *WuXi Biologics Environmental, Health, and Safety (EHS) Policy* and the *WuXi Biologics EHS Standards*. Building upon these, the Company has also established its own *WuXi XDC Environment, Health & Safety (EHS) Policy*, which further refines and specifies occupational health requirements. This policy applies to all employees, contractors, and relevant personnel at its operational sites.

Implementation of our EHS management system is endorsed by the Board. The Board holds ultimate responsibility for providing occupational health and safety-related strategic direction, while the EHS Committee plays a crucial role in guiding operational decisions and ensuring alignment with occupational health, safety, and environmental objectives. Meanwhile, the EHS department is responsible for the execution of daily operations, overseeing all business units to ensure alignment with occupational health and safety goals.

Throughout the year, the Company continued to enhance its EHS governance structure and management mechanisms, formally integrating the Hefei site into its unified management system. During the Reporting Period, WuXi XDC did not incur any penalties for violations of occupational health and safety regulations.

3. EMPOWERING OUR PEOPLE

3.4 OCCUPATIONAL HEALTH AND SAFETY (Continued)

Our Target

Target	2025 Achievement
Lost Time Incident Rate (LTIR) to be no higher than 0.074 in the current year.	Achieved

Our Action

Our production facility has earned ISO 45001 certification and operate our safety and health system in line with global standards.



bsi.

Certificate of Registration

职业健康安全管理体系 - ISO 45001:2018

兹证明：

无锡药明生物技术股份有限公司
91320200055381632SA
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Wuxi
Jiangsu
214092
China

持有证书： **OHS 763382**

并运行符合 ISO 45001:2018 要求的职业健康安全管理体系，认证范围如下：

生物医药制品的研发和生产，包括新药小试样品的工艺研发，制备与分析，单克隆抗体原液和制剂的研发和生产，抗体偶联药物（ADC）的研发及中试，抗体原液和制剂的生产，原核生物类制品小试样品的工艺研发，制备与分析。
The development and production of biological medical products, including process development, formulation and analysis for new drug samples, monoclonal antibody drug substances and finished drug products, development and pilot run of Antibody Drug Conjugate (ADC), production of antibody drug substances and finished drug products, process development, preparation and analysis of small trial samples of prokaryotic products.

BSI代表：

Michael Lam, Senior Vice President, APAC Assurance

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生效日期： 2025-07-18
有效期至： 2028-07-17

Page: 1 of 5

...making excellence a habit.™

ISO 45001 Certificate

3.4 OCCUPATIONAL HEALTH AND SAFETY (Continued)

Risk Assessment and Audits

WuXi XDC strictly follows the requirements of laws and regulations, and our WuXi XDC Environment, Health & Safety (EHS) Policy covers occupational health and safety management. WuXi XDC conducts occupational health and safety risk assessments through third-party organizations and its internal professional teams to identify potential workplace hazards. Based on the assessment findings, we develop corresponding prevention plans and implement targeted measures according to the priority of the identified risks.

WuXi XDC's risk management model integrates prevention and control. By proactively identifying potential hazards and intervening in advance, risks are mitigated at the source. Simultaneously, a systematic emergency response mechanism is established to ensure orderly handling of unexpected situations.

WuXi XDC has implemented a hazard reporting system, enabling all employees who identify potential hazards to submit reports through this mechanism. The EHS Department is responsible for reviewing and addressing the content of all submitted reports. This dual approach not only significantly reduces potential risks and the impact of incidents, but also fosters the development of the corporate safety culture while safeguarding comprehensive operational security.

WuXi XDC systematically integrates safety analysis of business processes into its risk assessment framework, with a focused approach to identifying and managing potential risks across all operational stages. By embedding safety management requirements deeply into the planning, execution, and optimization of daily operations, we enable continuous monitoring and dynamic refinement of safety measures. This significantly reduces operational risks and ensures the effective maintenance of a secure working environment.

3.4 OCCUPATIONAL HEALTH AND SAFETY (Continued)

OHS Protection Measures

At WuXi XDC, occupational health and safety are always our utmost priority. For employees handling hazardous materials, we have established and implemented a comprehensive and detailed safety protection protocol, ensuring their health and safety are systematically safeguarded throughout the entire production process.

In addition to occupational health and safety control for hazardous substances, WuXi XDC also carries out routine safety inspection and equipment maintenance. At the same time, in order to actively prevent repetitive strain injury, we implement work step risk assessment based on the *Ergonomic Engineering Assessment Guide* and the supporting *Risk Assessment Tool Table*, and propose corresponding action measures accordingly.

WuXi XDC has formulated emergency plans for various emergencies and established a business continuity management system, aiming to systematically identify potential threats, assess their impact on operations, and build an effective response and recovery mechanism, so as to ensure that key businesses can continue to operate or recover rapidly in the event of sudden disruption or disaster.

Comprehensive Safeguards for Employees Handling Hazardous Materials

Protection Type	Measures	Targets
Engineering Control	Use of isolators when handling highly active materials. Regular containment performance testing.	Ensure exposure to hazardous substances is below required thresholds.
Administrative Control	Annual fit testing for employees using respiratory protection equipment.	Ensure proper mask fit and correct usage.
PPE Requirement	Development of a PPE matrix specifying minimum PPE requirements based on role-specific hazards.	Standardize safety protocols and minimize exposure risk.
Occupational Health Check	Provide regular occupational health check-ups for employees.	Monitor and protect employee health against occupational risks.

3.4 OCCUPATIONAL HEALTH AND SAFETY (Continued)

In order to ensure the health and safety of all contractors and on-site personnel working at the Company's premises, the Company has established a systematic contractor safety control mechanism. The mechanism covers the safety performance and risk pre-screening of contractors in the admittance stage, provides clear safety management operation guidelines, requires them to strictly abide by the contract safety responsibilities, and achieves the whole process risk control through continuous safety management reporting and evaluation.

Training

To continuously strengthen safety awareness among employees, we conduct regular safety training sessions for all employees, including part-time employees and contractors. These trainings are designed to enhance their ability to respond to occupational health and safety risks and to ensure proficiency in equipment operating procedures.

OHS Training	Equipment Management Training	First Aid Training
• Focusing on maintaining a safe working environment by addressing workplace hazards, emergency response procedures, and health and safety best practices.	• Ensuring employees to be proficient in the proper handling and the maintenance of equipment, minimizing operational risks and enhancing efficiency.	• Equipping employees with the essential skills to respond effectively to medical emergencies, promoting a safer work environment and improving overall emergency preparedness.

OHS training programs

3.4 OCCUPATIONAL HEALTH AND SAFETY (Continued)

Drills for Safety Emergencies

WuXi XDC has organized various specialized safety emergency drills, including natural gas leak response drills, elevator entrapment rescue drills, electric shock emergency drills, confined space rescue drills, and anti-terrorism drills, to enhance employees' ability to respond to unexpected incidents.

Drills for Environmental Emergencies

To help employees better prepare for and respond to environmental emergencies while enhancing their awareness of potential environmental hazards, WuXi XDC conducted environmental emergency drills, such as chemical spill response exercises, to minimize the impact of potential incidents, protect the environment, and safeguard public health and safety.

Specialized Safety Training for Suppliers

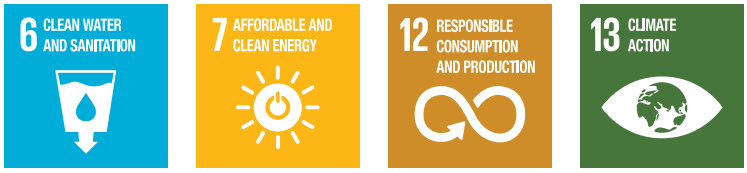
WuXi XDC implements specialized training programs tailored to employees' specific job responsibilities, such as targeted hazardous waste management training for personnel handling such materials, and ensures that all contractors receive instruction on safety rules and regulations.

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

Our Performance

Performance highlight
100% Sites conducted health & safety risk assessments
100% of employees received safety training

4. ENVIRONMENTAL SUSTAINABILITY



Environmental sustainability is a core component of WuXi XDC's long-term development strategy and reflects the Company's commitment to responsible growth within the global pharmaceutical value chain. The Company recognizes the importance of addressing climate change, minimizing environmental impacts, and using natural resources efficiently. Through structured governance, proactive risk management, and continuous improvement initiatives, WuXi XDC works to reduce its environmental footprint while maintaining operational resilience and regulatory compliance.

4.1 RESPONSE TO CLIMATE CHANGE

Climate change presents both challenges and opportunities for the pharmaceutical industry, with potential impacts on operations, supply chains, and long-term business resilience. Aligned with international TCFD framework and regulatory expectations, the Company adheres the *WuXi Biologics Climate Change Policy* and focuses on strengthening climate resilience while reducing greenhouse gas emissions across our operations. Through a structured approach encompassing governance, strategy, risk management, and performance monitoring, WuXi XDC seeks to proactively respond to climate-related risks and contribute to the transition toward a low-carbon economy.

Governance

WuXi XDC manages climate-related matters through an established ESG governance framework that supports effective oversight and coordinated implementation. Climate considerations are embedded into routine management processes, enabling the Company to systematically address climate-related risks and opportunities in alignment with broader ESG priorities and business objectives.

Clear roles and responsibilities are defined across different governance levels, with the Board serving as the highest governing body for climate-related oversight. The Board-level ESG Committee is responsible for the annual review and supervision of climate-related strategies, the identification and management of associated risks and opportunities, and the progress toward established climate targets. At the management level, coordination and implementation are facilitated through the ESG Steering Group and supported by the ESG Department. Dedicated climate-focused task forces and cross-functional working groups contribute technical input and operational execution. Through this multi-level governance structure, WuXi XDC ensures ongoing monitoring of climate-related issues and regular review of progress on climate initiatives, reinforcing accountability and informed decision-making. To further support the achievement of environmental and climate objectives and promote low-carbon operations, climate- and environment-related key performance indicators are incorporated into performance evaluation mechanisms for the Company's CEO and relevant senior management.

4. ENVIRONMENTAL SUSTAINABILITY

4.1 RESPONSE TO CLIMATE CHANGE (Continued)

Climate-related Governance Responsibilities

ESG Committee	The Board-level ESG committee is responsible for: • Guiding and formulating the Company's climate-related vision, goals, strategies, roadmap, and structure. • Identifying key climate risks and opportunities. • Overseeing the implementation and progress of climate-related goals. • Organizing annual reviews of climate-related issues during board meetings.
ESG Steering Group	The ESG Steering Group, chaired by the CEO and comprising the Company's senior executives, is responsible for: • Providing business insights to support the *Group's Climate Change strategy*, including the monitoring and management of climate risks and opportunities. • Ensuring appropriate resource allocation for the implementation and enforcement of climate-related strategies and risk management.
ESG Department and Climate Change Task Force	The Climate Change Task Force, which is composed of experts from various key departments at Group level, together with the ESG Department of WuXi XDC, are responsible for: • Engaging with stakeholders to provide insights and guidance in identifying climate risks and opportunities, and in developing climate-related strategies. • Continuously monitoring climate performance and refining action plans to ensure the achievement of climate-related goals.
Business Departments and All Sites	Relevant business departments, including developments, manufacturing, EHS, etc. together with all sites are responsible for: • Executing strategies for climate adaptation and mitigation. • Developing and implementing innovative and operationally excellent practices to advance our vision related to climate.

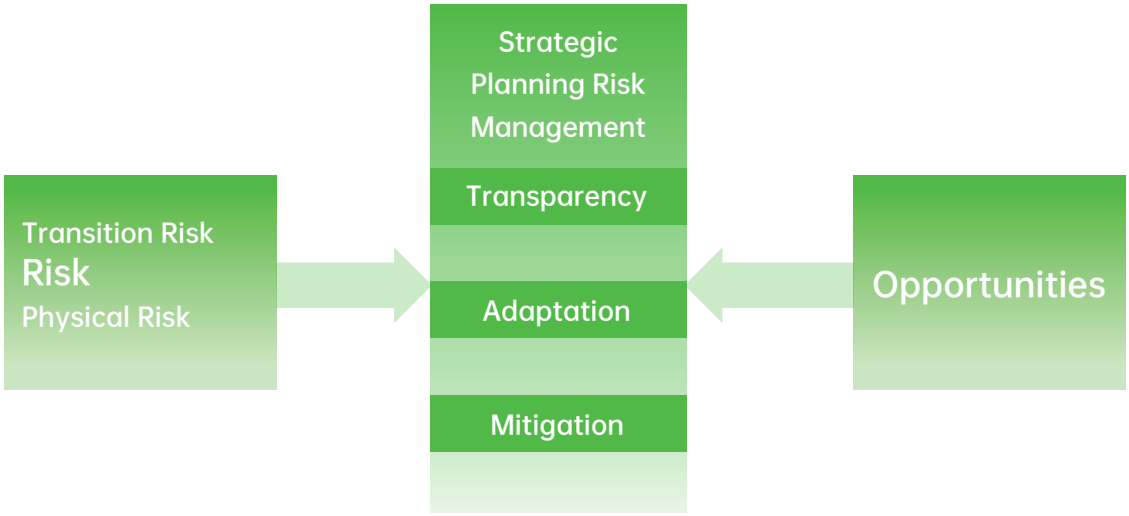
4. ENVIRONMENTAL SUSTAINABILITY

4.1 RESPONSE TO CLIMATE CHANGE (Continued)

Strategy

WuXi XDC addresses climate change through an integrated strategy that combines risk and opportunity assessment, transparent management, and targeted adaptation and mitigation actions. By considering different climate-related scenarios and their potential impacts, the Company strengthens strategic planning and supports informed decision-making. This strategic approach enables WuXi XDC to enhance climate resilience, manage emissions, and align operational practices with long-term low-carbon development targets.

Our climate-related strategy is designed to integrate risk management and value creation into a unified strategic planning framework. The Company assesses both transition risks and physical risks associated with climate change and addresses them through coordinated actions across transparency, adaptation, and mitigation, while also identifying opportunities arising from the transition to a low-carbon economy. By embedding these elements into strategic planning and risk management processes, WuXi XDC aims to enhance climate resilience and support sustainable, long-term development.



Climate-Related Strategic Planning

4. ENVIRONMENTAL SUSTAINABILITY

4.1 RESPONSE TO CLIMATE CHANGE (Continued)

Scenario Analysis

We continue to apply a structured and science-based approach to scenario analysis to inform our climate-related strategy. The Company uses multiple climate scenarios to assess potential future impacts, including RCP 2.6 and the Net Zero Emissions by 2050 (NZE) scenario representing pathways aligned with a temperature increase of 2°C or below, as well as RCP 8.5 and the Stated Policies Scenario (STEPS) representing scenarios above 2°C. By examining how different climate pathways may affect operations and strategic priorities, WuXi XDC enhances the robustness and flexibility of its climate-related planning. Based on the risks and opportunities identified through its risk management and strategic planning processes, the Company regularly reviews and adjusts its planned actions across the short-, medium-, and long-term time horizons to support effective responses under varying climate conditions.

Scenario[6]	RCP 2.6 (IPCC)[7]	RCP 8.5 (IPCC)[8]	NZE (IEA)[9]	STEPS (IEA)[10]
Description	This scenario is consistent with ambitious GHG emissions reduction with the *Paris Agreement*, which would peak around 2020, then decline on a linear path and become net negative before 2100.	The high-emissions scenario, consistent with a future with no policy changes to reduce emissions and characterized by increasing GHG emissions that lead to high atmospheric GHG concentrations.	A scenario that sets out a pathway for the global energy sector to achieve net zero CO_2 emissions by 2050. It doesn't rely on emissions reductions from outside the energy sector to achieve its goals.	A scenario that reflects current policy settings based on a sector-by-sector and country-by-country assessment of the specific policies that are in place, as well as those that have been announced by governments around the world.
Temperature Rise by 2100	1.8 ℃	4.4 ℃	1.5 ℃ (with a 50% probability)	2.4 ℃ (with a 50% probability)
Approach of Analysis	Physical risks are analyzed responding to physical impacts on our assets and across value chain over the short, medium and longer term.		Transition risks/opportunities are analyzed responding to adapting and mitigating climate transition impacts over the short, medium and longer term.	

Four climate scenarios for analysis

6 RCP: The RCP scenarios are pathways that the IPCC (Intergovernmental Panel on Climate Change) used in the latest Sixth Assessment Report (AR6). The IEA (International Energy Agency) scenarios are used in its flagship publication — World Energy Outlook (WEO) on the global energy system every year. IEA. (2022). Understanding GEC Model scenarios.

7 NOAA. (2013). Climate Model: Temperature Change (RCP 2.6) — 2006–2100.

8 NOAA. (2013). Climate Model: Temperature Change (RCP 8.5) — 2006–2100.

9 IEA. (2022). Understanding GEC Model scenarios.

10 IEA. (2022). Understanding GEC Model scenarios.

4.1 RESPONSE TO CLIMATE CHANGE (Continued)

Detailed List of Climate-Related Risks and Opportunities

Risk/Opportunity		Description	Financial Impact	Time Horizon
Physical Risks	Acute Physical Risk	The increasing intensity and frequency of extreme weather events driven by climate change, including heatwaves, cyclones, and floods, could negatively impact our operational performance by disrupting energy and transportation systems. Typhoons and heavy rainfall may block transportation routes, leading to disturbances in both upstream and downstream activities throughout our supply chain.	Increased operating costs from reinforcement of site infrastructures and additional engineering costs.	Short-term (by 2026)
	Chronic Physical Risk	Long-term physical risks associated with climate change could involve rising temperatures, sea level increases, and permanent alterations in climate patterns. Higher temperatures may lead to a greater demand for energy to regulate site temperatures. Coastal flooding and rising sea levels could significantly impact critical public infrastructure, potentially impairing a site's operational efficiency.	Increased operating costs due to more energy needed to maintain optimal temperatures at our manufacturing facilities, and additional subsidies and insurance to ensure employee health in hot temperatures.	Long-term (by 2050)

4. ENVIRONMENTAL SUSTAINABILITY

4.1 RESPONSE TO CLIMATE CHANGE (Continued)

Risk/Opportunity		Description	Financial Impact	Time Horizon
Transition Risks	**Policy and Legal Risk**	The stricter local regulations in both domestic and international facilities are likely to increase carbon emission costs as governments update and implement their commitments under the *United Nations Framework Convention on Climate Change and the Paris Agreement* and as GHG emission policies and regulations evolve.	Increased operating costs from future implementation of carbon pricing schemes in more jurisdictions.	Long-term (by 2050)
	Technology Risk	To shift towards a low-carbon operation, we will need to invest in energy-efficient equipment, clean energy solutions, and low-carbon production technologies. This may lead to a reduction in asset value due to the necessity of upgrading to low-carbon technologies, potentially resulting in shorter asset lifespans, impairments, or the early retirement of existing assets.	Decreased asset value from the need to upgrade to low-carbon technologies. Decreased asset useful life, asset impairment or early retirement of existing asset might occur.	Long-term (by 2050)
	Market Risk	As climate change intensifies globally and the demand for environmentally sustainable products rises, WuXi XDC, which must strengthen its competitive position, needs to adopt strategies aimed at improving the environmental performance of its products and services. Failure to take such action could result in a loss of market share and a decline in demand for its offerings.	Increased cost to respond to client changes in preference towards more environmentally friendly products and services.	Medium-term (by 2030)
	Reputation Risk	Stakeholders, including clients, employees, investors, and shareholders, have increasing expectations for our contribution to a low-carbon economy, which could influence the Company's value. If we fail to make adequate progress toward achieving climate goals and taking necessary actions, our value may be negatively impacted.	Increased cost of capital and potential decrease in company value from failure to meet stakeholders' expectations.	Long-term (by 2050)

4.1 RESPONSE TO CLIMATE CHANGE (Continued)

Risk/Opportunity		Description	Financial Impact	Time Horizon
Opportunities	Resource Efficiency	Through technological advancements and process innovations, opportunities could arise from optimizing the use of utilities like steam, water, and electricity. Enhanced resource and process efficiency will lead to a positive business impact.	Reduced operating cost from improved resource efficiency.	Medium-term (by 2030)
	Energy Source	Integrating more renewable energy into our energy mix, such as expanding photovoltaic systems, will reduce both emissions and energy costs. Furthermore, global governments are enacting policies and providing incentives to support the growth and trade of renewable energy, creating valuable opportunities for us to accelerate the adoption of renewable sources.	Returns on investment in renewable energy projects. Reduced operating cost from potential policy incentives.	Long-term (by 2050)
	Market	Adopting low-carbon solutions and partnering with value chain collaborators could create opportunities in both mature and developing markets, driving progress toward a more sustainable economy.	Increased revenue from tapping into expanded and new markets with a broader client base.	Long-term (by 2050)
	Products and Services	Conducting green manufacturing practices, such as improving operational efficiency and optimizing manufacturing processes, will not only enhance our competitive edge but also help us attract and retain clients, as an increasing number of clients are prioritizing environmental considerations in their tender requirements.	Increased revenue resulting from increased demand for product and services provided through an energy-efficient and low-emission platform	Long-term (by 2050)
	Resilience	By enhancing WuXi XDC's ability to manage climate risks and capitalize on opportunities, we not only build our own resilience but also support our suppliers and clients in strengthening their capacity to adapt to climate change. This is achieved by increasing the reliability of our supply chain and reinforcing our operational effectiveness under diverse conditions.	Increased market valuation through resilience planning. Reduced operating costs from enhanced supply chain stability and reliability.	Long-term (by 2050)

4. ENVIRONMENTAL SUSTAINABILITY

4.1 RESPONSE TO CLIMATE CHANGE (Continued)

Transparency

Transparency is an integral part of WuXi XDC's climate-related strategy, supporting effective governance, informed decision-making, and stakeholder trust. Through compliant disclosure, open communication and robust data management, the Company seeks to enhance the credibility and consistency of our climate and environmental information.

Compliance and Disclosure

WuXi XDC places importance on compliance with applicable laws, regulations, and relevant standards related to environmental protection and climate change across our operations. The Company continuously monitors climate- and environment-related performance and is committed to providing regular, balanced, and appropriate disclosure on our progress, initiatives, risks and opportunities, supporting transparency and accountability to stakeholders.

Communication

WuXi XDC maintains open and transparent communication on climate and environmental topics with key stakeholders, including investors, clients, employees and local communities. By actively engaging with stakeholders and responding to their expectations regarding environmental performance and climate action, the Company supports mutual understanding and informed dialogue on climate-related matters.

GHG Emission Measurement and Verification

WuXi XDC engages an independent third-party certification body to carry out an annual carbon verification of its carbon emissions across all operational sites, including Scope 1, 2 and 3, in accordance with ISO 14064. This baseline assessment of our emissions profile provided a strong foundation for creating an energy-saving and carbon reduction roadmap, allowing us to track our progress towards the GHG target. As a result, we aim to forecast our future carbon emissions by utilizing capacity planning and aligning our approach with the latest scientific findings.

For Scope 3 greenhouse gas emissions, WuXi XDC identified and assessed relevant emission sources and quantified associated data for selected categories. These primarily include Fuel- and Energy-Related Activities (not included in Scope 1 or Scope 2), Upstream Transportation and Distribution, Waste Generated in Operations, Business Travel, Employee Commuting, and Downstream Transportation and Distribution. Other categories were excluded as they are not applicable or are considered immaterial.

4. ENVIRONMENTAL SUSTAINABILITY

4.1 RESPONSE TO CLIMATE CHANGE (Continued)

Adaptation

WuXi XDC adopts a proactive approach to climate adaptation to strengthen operational resilience and reduce potential impacts from physical climate risks. By integrating climate considerations into business continuity planning, facility management, workforce capability building and external collaboration, the Company enhances its ability to respond to climate-related disruptions.

Business Contingency Plan Optimization

WuXi XDC continues to implement and refine business continuity planning to address potential disruptions, including those arising from extreme weather events. These plans are designed to ensure the continuity of critical operations and maintain effective crisis management and response capabilities during major incidents.

To adapt to physical climate risks, WuXi XDC monitors weather-related developments and maintains appropriate protective measures and emergency equipment in preparation for climate-related events. Regular emergency drills are conducted to assess and enhance response effectiveness. During the Reporting Period, there were no safety incidents or production disruptions attributable to extreme weather. In 2025, WuXi XDC continued to maintain the validity and effective operation of its BCM — ISO 22301[11] certification at all operational sites, supporting ongoing operational resilience and emergency preparedness.

[11] BCM-ISO 22301 is a recognized international standard for Business Continuity Management (BCM) systems, which helps organizations ensure they can continue operating during disruptive events. The standard provides guidelines to plan, establish, implement, and maintain business continuity strategies and practices.

4. ENVIRONMENTAL SUSTAINABILITY

4.1 RESPONSE TO CLIMATE CHANGE (Continued)

Adaptive Design and Facilities

WuXi XDC incorporates climate adaptation considerations into facility planning and operations to address site-specific physical risks. For both existing operations and new developments, the Company evaluates local climate conditions and applies appropriate adaptive measures, such as weather early-warning systems, flood control arrangements, seasonal HVAC adjustments, and emergency preparedness planning and evacuation plans.

During planning for new construction — whether a new site or an expansion at an existing location — WuXi XDC applies the climate adaptation standards in line with WuXi Biologics' group guidance, and integrates sustainability criteria into M&A and capital-planning risk assessments, including resilience analysis, flood-risk assessment, energy-efficiency evaluation, and carbon-emissions estimates. At operational sites, climate-related risks are assessed and corresponding response measures are implemented as needed, supporting safe and reliable operations under varying weather conditions. This approach helps enhance site-level resilience while aligning facility management practices with long-term climate adaptation objectives.

4. ENVIRONMENTAL SUSTAINABILITY

4.1 RESPONSE TO CLIMATE CHANGE (Continued)

Employee Training

WuXi XDC maintains regular training and communication programs on climate change and environmental sustainability to enhance employee awareness and strengthen response capabilities, supporting employees in understanding climate-related risks, regulatory requirements and operational responsibilities.

Participation in the Environmental Sustainability Workshop

In 2025, employees from WuXi XDC participated in the WuXi Biologics Sustainability Workshop, which focused on climate change and nature sustainability. The workshop brought together cross-functional teams to share practices related to energy efficiency, carbon reduction, water stewardship, and waste reduction. Through best-practice sharing, tool demonstrations, and cross-site exchanges, participants enhanced their understanding of climate risks, adaptation approaches, and practical improvement opportunities. This engagement supported the integration of climate awareness into daily operations and continuous improvement activities at WuXi XDC.





Industry Cooperation

WuXi XDC recognizes that effective climate adaptation benefits from collaboration beyond the Company's own operations. In alignment with the Group's climate commitments, WuXi XDC supports industry engagement and cooperation aimed at improving climate resilience, energy efficiency, and environmental performance.

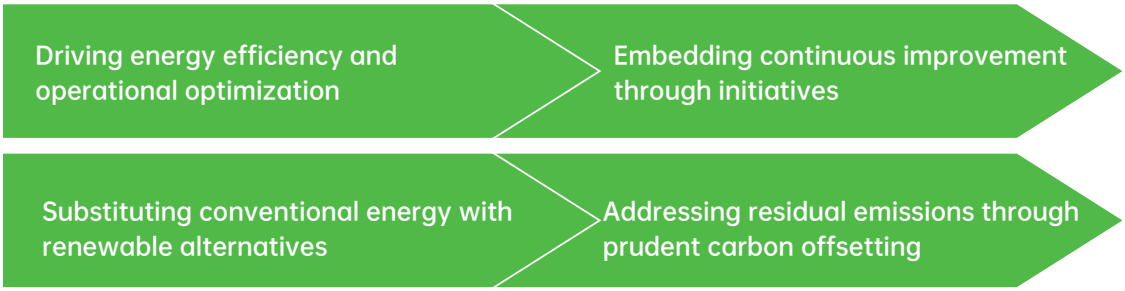
Through participation in relevant industry platforms and exchanges, the Company seeks to enhance access to information, knowledge, and practical experience related to climate adaptation. WuXi XDC supports climate-related public policies aligned with the goals of the Paris Agreement and promotes consistency between its climate commitments and external engagements, contributing to collective progress in addressing climate change.

4. ENVIRONMENTAL SUSTAINABILITY

4.1 RESPONSE TO CLIMATE CHANGE (Continued)

Mitigation

WuXi XDC pursues climate change mitigation through a combination of emission avoidance, efficiency improvement, and low-carbon substitution. By prioritizing energy management, optimized facility design, and operational efficiency, the Company seeks to reduce greenhouse gas emissions while supporting stable and efficient operations.



Key pathways to mitigate climate change risks

Avoid and Reduce

WuXi XDC focuses on avoiding and reducing greenhouse gas emissions by strengthening energy management, applying energy-efficient building design, and enhancing energy efficiency across manufacturing and operational activities across all relevant operations.

– Energy Management

Energy management serves as a foundational element of WuXi XDC's mitigation approach. The Company has established an internal energy management system aligned with the ISO 50001 standard and developed supporting internal policies to promote efficient energy use. Guided by the *WuXi Biologics Energy Management Standards*, WuXi XDC systematically improves energy performance across all of our operational sites and strengthens energy efficiency management.

Adopting Energy-Efficient Building Design

WuXi XDC integrates energy efficiency considerations into building design and construction to reduce energy demand over the facility lifecycle.

4.1 RESPONSE TO CLIMATE CHANGE (Continued)

- Ensure new construction projects comply with or exceed applicable green building standards
- Apply low-energy, low-carbon, and environmentally friendly construction materials
- Optimize building layout and external design based on local climate and environmental conditions

Enhancing energy efficiency during manufacturing and operation

Beyond management frameworks and facility design, WuXi XDC continues to enhance energy efficiency through operational and manufacturing improvements. By focusing on practical optimization measures in both office and factory areas, the Company seeks to reduce energy consumption, improve equipment efficiency and support emissions reduction.

Advancing digital workflows and moving toward a paperless office	Upgrading lighting systems to improve efficiency	Optimizing HVAC operation during non-peak periods and holidays

Office area initiatives

4. ENVIRONMENTAL SUSTAINABILITY

4.1 RESPONSE TO CLIMATE CHANGE (Continued)

Otherwise, WuXi XDC continued to improve energy efficiency at its manufacturing sites through targeted equipment upgrades and technical retrofits.

Magnetic Bearing Chiller Upgrade	Chilled Water Pump Efficiency Retrofit	Variable-Frequency Air Compressor Replacement
In April 2025, Wuxi site completed the replacement of an air-cooled screw chiller with a magnetic bearing chiller unit, which was subsequently put into operation. Compared with the original equipment, the magnetic bearing chiller achieved an electricity saving of approximately 1.27 million kWh per year, all for on-site consumption, resulting in an annual electricity cost reduction of approximately RMB285,000. The upgrade improved system efficiency and supported emissions reduction through lower energy consumption.	Wuxi site completed efficiency retrofits for 10 chilled water pumps (including 75 kW, 55 kW, and 45 kW units). By applying wear-resistant and efficiency-enhancing coatings (polymer ceramic) to pump casings, impellers, and back covers, the project improved hydraulic efficiency and reduced energy consumption. In 2025, the retrofit delivered electricity savings of approximately 70,000 kWh, with estimated cost savings of RMB15,000.	In January 2025, Wuxi site completed the replacement of two fixed-speed scroll air compressors with one variable-frequency screw air compressor. The new compressor, with a rated power of 37 kW, replaced two units with a combined rated power of 60 kW. As a result, the project achieved electricity savings of approximately 50,000 kWh in 2025, corresponding to an estimated cost reduction of RMB12,000, while improving operational efficiency.







4. ENVIRONMENTAL SUSTAINABILITY

4.1 RESPONSE TO CLIMATE CHANGE (Continued)

– Energy Efficiency and Emission Reduction Initiatives

As part of our energy management and climate mitigation efforts, WuXi XDC continues to implement structured initiatives to improve energy efficiency and reduce greenhouse gas emissions across its operations. These initiatives focus on optimizing energy use, reducing steam and electricity consumption, enhancing process and equipment efficiency, and reducing the use of material and consumables.

Improvement activities are carried out across manufacturing, laboratory, and office environments, targeting high-energy-consuming systems and operational processes. Through systematic analysis and continuous refinement of workflows, the Company enhances resource efficiency while maintaining stable production and quality standards, supporting Scope 1, Scope 2, and Scope 3 emission management, and strengthening operational resilience through disciplined execution and standardized improvement practices.

2025 Energy Savings and GHG Reduction Highlights

Category	Key Related Topics	Aggregated Carbon Reduction	Highlight Summary
Experiment Process Optimization	Scale-up tool development, sterile strategy optimization, analytical workflow improvement, lyophilization post-processing optimization, laboratory lifecycle management	261 tCO_2e (86.11 tCO_2e from Scope 3)	Through systematic optimization of experimental and analytical workflows, WuXi XDC reduced material and reagent consumption, improved process efficiency, and lowered reliance on outsourced testing services. These initiatives enhanced R&D and operational performance and yielded carbon reductions in Scope 3, with additional savings from reduced laboratory electricity consumption.

4.1 RESPONSE TO CLIMATE CHANGE (Continued)

Category	Key Related Topics	Aggregated Carbon Reduction	Highlight Summary
Material Management Optimization	Sample management optimization, material reuse and lifecycle management, packaging line material reduction, logistics and procurement optimization	188 tCO_2e (121 tCO_2e from Scope 3)	By optimizing sample storage, material utilization, and end-to-end material management processes, WuXi XDC reduced material waste, avoided unnecessary equipment procurement, and improved resource efficiency. These initiatives contributed to Scope 1 and Scope 2 emission reductions through lower equipment use, and to Scope 3 reductions through decreased material sourcing and logistics-related emissions.
Digital Enablement	IT-enabled R&D and business optimization, digital workflow improvement, reduced external software services and capital asset demand	166 tCO_2e	Through the introduction of digital solutions across R&D and business processes, WuXi XDC reduced dependence on external software services and capital-intensive assets. These digital initiatives improved operational efficiency while generating Scope 3 carbon reductions associated with avoided external services and asset procurement.

4. ENVIRONMENTAL SUSTAINABILITY

4.1 RESPONSE TO CLIMATE CHANGE (Continued)

– Substitute

In addition to avoiding and reducing emissions through efficiency improvements, WuXi XDC advances climate mitigation by substituting conventional energy sources with low-carbon alternatives. By increasing the use of renewable energy within its operations, the Company seeks to reduce reliance on grid electricity and lower associated greenhouse gas emissions, while supporting long-term decarbonization objectives. During the Reporting Period, WuXi XDC generated and consumed 937,441 kWh of renewable electricity through its photovoltaic system.

Photovoltaic Project

Building on the rooftop distributed photovoltaic system implemented at its Wuxi site, WuXi XDC continued to leverage on-site renewable energy generation in 2025 to substitute part of its electricity consumption. The photovoltaic facilities, installed across multiple production buildings and connected to the park grid at the appropriate voltage level, remained in stable operation throughout the year.

In 2025, all electricity generated by the photovoltaic system was consumed on-site. By replacing grid electricity with renewable power, the project supported greenhouse gas emission reduction and delivered annual electricity cost savings of approximately RMB200,000, contributing to both environmental performance and operational efficiency.



– Offset

While prioritizing emission avoidance, reduction, and substitution, WuXi XDC recognizes the role of carbon offsetting as a complementary pathway in addressing residual emissions that are currently difficult to eliminate. In alignment with the *Group's Climate Change Policy*, the Company views carbon offsets as a mechanism to support credible climate actions beyond its direct operations, contributing to broader greenhouse gas mitigation efforts.

4. ENVIRONMENTAL SUSTAINABILITY

4.1 RESPONSE TO CLIMATE CHANGE (Continued)

WuXi XDC adopts a prudent and integrity-driven approach to carbon offsetting, with a focus on verified and credible programs that deliver measurable climate benefits. These may include projects that reduce or remove greenhouse gases through nature-based solutions, renewable energy development, or other recognized mitigation approaches. By maintaining a clear hierarchy that prioritizes internal decarbonization first, carbon offsetting is considered as a supplementary measure to support long-term net-zero ambitions and global climate objectives.

Risk Management

WuXi XDC manages climate-related risks and opportunities through its enterprise risk management approach, treating climate factors as an important part of broader operational and strategic risk oversight. Climate risk management is embedded into the Company's established risk governance and processes, aligned with the COSO[12] Enterprise Risk Management Framework: Aligning Strategy and Performance, to support consistent identification, assessment, and response planning. This integrated approach combines qualitative judgment with quantitative analysis where applicable, helping the Company strengthen resilience and maintain stable operations under evolving climate conditions.

We apply a structured process to manage climate-related risks and opportunities, ensuring they are considered in business planning and day-to-day management.

Step 1: Developing risk and opportunity register

Screen and document climate-related risks and opportunities across both the Company's operations and relevant parts of the value chain, drawing on TCFD recommendations, peer benchmarking, and stakeholder communications.

Step 2: Qualitative Assessment & Prioritization

Prioritize identified items based on likelihood and potential impact, considering qualitative dimensions such as business continuity implications, strategy execution, and broader political and social context.

Step 3: Quantitative Assessment of prioritized risks/opportunities

For selected, higher-priority risks and opportunities, assess potential financial and non-financial impacts through internal workshops and analysis under relevant scenarios, considering short-, medium-, and long-term time horizons.

Step 4: Response Strategy Planning

Formulate differentiated response strategies based on the assessment results and integrate them into overall business planning, supporting climate resilience across operations.

12 COSO refers to The Committee of Sponsoring Organizations of the Treadway Commission.

4. ENVIRONMENTAL SUSTAINABILITY

4.1 RESPONSE TO CLIMATE CHANGE (Continued)

Target and Metrics

Our Target

WuXi XDC aligns the climate target-setting and performance tracking with the Group's overarching climate commitments, which has committed to the Science Based Targets initiative (SBTi), demonstrating alignment with the *Paris Agreement* and supporting efforts to limit global warming to 1.5°C above pre-industrial levels.

GHG emission reduction targets

Time Period	Target
Mid-term	Reduce our Scope 1 and Scope 2 GHG emission intensity by 50% (tones/RMB10,000) by 2030 from a 2021 base year.
Long-term	Achieve net-zero emissions from overall operations by 2050.
As of energy saving, WuXi XDC is committed to continually enhancing energy efficiency and reducing energy consumption during our daily and manufacturing operations, contributing to the fulfilment of our GHG reduction.	

Our Performance

WuXi XDC continues to monitor relevant climate metrics and strengthen our decarbonization actions through ongoing operational improvements, enabling transparent progress tracking over time.

Performance highlight
Scope 1[13]: 2,321 tCO_2e
Scope 2[14]: 43,398 tCO_2e
Scope 3[15]: 15,925 tCO_2e
Total GHG Emission Intensity (Scope 1 + Scope 2): 0.08 tCO_2e/10,000RMB
70% Reduction in total GHG emissions intensity (Scope 1 + Scope 2) compared with the baseline year 2021

13 Direct greenhouse gas emissions (such as from natural gas and gasoline).

14 Indirect greenhouse gas emissions (from purchased electricity and steam). The electricity emission factor is calculated based on the average carbon dioxide emission factor of China's provincial power grids in 2010.

15 Scope 3 greenhouse gas emissions include Fuel- and Energy-Related Activities (not included in Scope 1 or Scope 2), Upstream Transportation and Distribution, Waste Generated in Operations, Business Travel, Employee Commuting, and Downstream Transportation and Distribution; other categories are not included as they are not applicable or are deemed immaterial.

4. ENVIRONMENTAL SUSTAINABILITY

4.2 ENVIRONMENTAL PROTECTION

Environmental protection is a fundamental element of WuXi XDC's commitment to responsible operations and sustainable development. The Company emphasizes effective environmental management, pollution prevention, and resource efficiency across its activities.

Through structured governance, clear policies, and systematic management practices, WuXi XDC works to minimize negative environmental impacts associated with its operations. By strengthening environmental management, managing waste and emissions, and promoting responsible resource use, we ensure regulatory compliance, operational continuity, and long-term environmental sustainability.

Our Governance

WuXi XDC conducts environmental management in accordance with a comprehensive set of internal policies and standards, while ensuring full compliance with all applicable environmental laws and regulations at all operational sites. We have published and strictly followed the *WuXi XDC EHS Policy* and the *WuXi XDC EHS Standards*, which provide guidance on environmental protection, pollution prevention, and operational compliance. In addition, WuXi XDC follows the *WuXi Biologics EHS Standard*, which are publicly communicated at the Group level. By aligning our site-level environmental management practices with these publicly available Group policies, WuXi XDC supports transparent communication of environmental commitments and fosters consistent implementation across different operating locations.

Environmental management at WuXi XDC is supported by a defined three-tier governance structure that enables effective oversight and implementation. The Board of Directors serves as the highest governing body for environmental matters, providing strategic oversight and reviewing the implementation of environmental policies and management practices. Relevant management functions and site teams work collaboratively to implement environmental policies, monitor compliance, and support continuous improvement across operations.

4.2 ENVIRONMENTAL PROTECTION (Continued)

Board	EHS Committee	EHS Department
– Leads and oversees environmental initiatives. – Ensures effective implementation of the environmental management strategy aligned with the Company's sustainability goals. – Monitors continuous improvement in environmental performance to meet long-term sustainability objectives.	– Established in 2024, aligning with the Group's environmental protection policies. – Composed of key executives overseeing the Company's environmental and safety initiatives. – Guides the development of EHS policies and ensures resource allocation. – Monitors the effectiveness of sustainability and safety goals.	– Drives the day-to-day operations of environmental management. – Leads efforts to ensure compliance with environmental regulations and manage risks. – Supports sustainable operations across the Company. – Coordinates with other business units to implement policies, monitor performance, and facilitate training program.

Three-tier Environmental Management Framework

Our Targets

WuXi XDC has set clear environmental target for 2025, aiming for full compliance and operational efficiency in key areas related to waste, water, and emissions.

Environmental Management Targets and Achievements in 2025

EHS Objectives	Target	2025 Achievement
Air Emissions	100% Compliance with emission standards	Achieved
Waste Disposal	100% Compliance with disposal regulations	Achieved
Wastewater Discharge	100% Compliance with disposal regulations	Achieved

4. ENVIRONMENTAL SUSTAINABILITY

4.2 ENVIRONMENTAL PROTECTION (Continued)

Our Action

Environmental Management System

WuXi XDC operates a structured environmental management system that supports effective environmental risk management and continual improvement. The system provides a framework for identifying environmental aspects and impacts, implementing control measures, and monitoring performance across its operations.

The Company maintains ISO 14001 certification, supporting standardized environmental management practices. Environmental performance is regularly evaluated through established assessment mechanisms, enabling the identification of improvement opportunities.


bsi.

Certificate of Registration

环境管理体系 - ISO 14001:2015

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Michael Lam, Senior Vice President, MMC Assurance

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生效日期： 2025-07-18
有效期至： 2028-07-17

Page: 1 of 5

...making excellence a habit.

ISO 14001 Certificate

Environmental Risk Management

WuXi XDC manages environmental risks through a structured, compliance-driven approach that integrates risk identification, assessment, and mitigation into routine operations and management processes. This approach supports regulatory compliance, pollution prevention, and continual improvement across all sites.

4.2 ENVIRONMENTAL PROTECTION (Continued)

Environmental risks are regularly identified and assessed as part of site-level environmental management. WuXi XDC applies standardized Environmental Impact Checklists to review environmental aspects and impacts within production and operational processes, in line with ISO 14001 requirements. Based on assessment outcomes, targeted control and mitigation measures are implemented and reviewed on an ongoing basis, ensuring that environmental risk management remains responsive to changing operational and regulatory conditions. In 2025, in accordance with ISO 14001 requirements, WuXi XDC further strengthened the identification and documentation of environmental aspects within its production processes. During the Reporting Period, we had no environmental penalties received from local regulatory agencies.

Environmental Impact Assessments

Environmental impact assessments are a key component of WuXi XDC's environmental governance for project development and corporate activities. The Company ensures that potential environmental impacts are evaluated early and managed in compliance with applicable regulatory requirements.

For new construction projects and expansions at existing facilities, WuXi XDC applies the "Three Simultaneities" principle, integrating environmental protection requirements throughout project design, construction, and commissioning. Environmental impact assessments are completed during the project preparation stage and submitted for approval by relevant authorities prior to implementation.

Environmental impact considerations are also incorporated into merger and acquisition activities. At the early stages of such projects, the EHS function conducts environmental and safety reviews, including permit checks, on-site inspections, and third-party assessments (such as soil and groundwater evaluations) where applicable, and provides risk management recommendations to support informed decision-making.

For newly constructed projects in 2025, WuXi XDC conducted environmental impact assessments in accordance with applicable regulatory requirements. Qualified third-party institutions were engaged to prepare environmental impact assessment reports, which were submitted for regulatory review prior to project implementation, ensuring compliance with national and local environmental regulations.

Environmental Audit

WuXi XDC applies environmental audits as a structured mechanism to verify regulatory compliance, evaluate management effectiveness, and drive continuous improvement across all sites.

4.2 ENVIRONMENTAL PROTECTION (Continued)

Internal Environmental Audits

WuXi XDC conducts regular internal environmental audits across all operating sites, in coordination with the WuXi Biologics EHS function. These audits include reviews of compliance with environmental laws and regulations, assessments of ISO 14001 management system implementation, and cross-functional EHS audits, that cover the implementation of environmental management procedures, risk management measures and other related issues.

Internal audits focus on identifying gaps in environmental management practices, verifying the effectiveness of control measures, and promoting corrective and preventive actions. Audit plans are aligned with operational priorities and adjusted based on identified risks to ensure systematic oversight and continual improvement. During the Reporting Period, we conducted internal environmental audit across all operational sites, with no significant findings of non-compliance identified.

External Environmental Audits

WuXi XDC also undergoes external environmental audits where applicable, including regulatory inspections, audits conducted in accordance with ISO 14001, and client-related environmental audits. These external reviews provide independent verification of compliance with environmental standards and permit requirements.

Through engagement with regulatory authorities and external stakeholders, WuXi XDC ensures transparency in environmental performance and strengthens the robustness of its environmental management system.

During the Reporting Period, we conducted 4 external environmental audits, all environmental audits reported found no significant policy or procedural violations, demonstrating the effectiveness of the Company's environmental management practices.

Environmental Awareness Training

WuXi XDC continues to strengthen environmental awareness and compliance capabilities through structured EHS training programs. In 2025, 100% of employees received EHS-related training, ensuring consistent understanding of environmental requirements across the organization. The training framework broadly covers environmental management, environmental compliance, hazardous substances management, water efficiency management, and waste classification and reduction, reinforcing employees' understanding of their environmental responsibilities in daily operations.

Quarterly EHS training sessions are conducted for all employees, supported by formal assessments to verify understanding. In addition, all new hires participate in mandatory EHS induction training, including policy interpretation sessions to ensure early alignment with environmental and safety standards.

4.2 ENVIRONMENTAL PROTECTION (Continued)

To enhance preparedness, WuXi XDC also organizes environmental emergency response drills regularly. In 2025, two emergency drills simulating hazardous chemical leaks were conducted to reinforce incident response capabilities. Targeted training sessions were also delivered to cleaning personnel on hazardous waste handling and on-site safety management. Furthermore, the EHS function periodically issues "EHS Alerts" to share lessons learned from external EHS incidents, strengthening risk awareness and preventive action across operations.

4.3 WASTE AND DISCHARGE CONTROL

Effective waste and discharge control is essential for WuXi XDC to ensure regulatory compliance, protect the environment, and maintain responsible operations in the pharmaceutical manufacturing context. The Company manages hazardous and non-hazardous waste, wastewater discharge, and air emissions through a combination of clear policies, standardized procedures, and continuous operational control.

Our Policy

WuXi XDC manages waste and discharge activities in accordance with a structured policy framework that supports pollution prevention, regulatory compliance, and standardized environmental management across operations. The Company's waste management practices are guided by both Group-level requirements, based on which WuXi XDC has developed site-specific management measures tailored to its operational characteristics.

WuXi XDC follows the *WuXi Biologics Pollution Source Management Guidelines*, which provide overarching requirements for identifying, controlling, and managing pollution sources throughout operations. At the Company level, WuXi XDC implements the *WuXi XDC Guideline for Active Pharmaceutical Ingredient (API) Design and Management* and the *WuXi XDC Pollution Source Management Procedure*, which establish detailed requirements for waste classification, handling, storage, treatment, and discharge control.

Our Action

Hazardous Waste

WuXi XDC manages hazardous waste through standardized requirements and controlled processes to minimize environmental risks and ensure regulatory compliance. By applying clear procedures for handling, storage, transfer, and disposal, the Company seeks to reduce potential environmental impacts associated with hazardous waste generation.

4.3 WASTE AND DISCHARGE CONTROL (Continued)

Transfer

- Rationally plan the shortest trans shipment route.
- During transport, the garbage bag must be tied securely and the lid of the liquid waste collection container must be tightly sealed.
- Promptly transfer to the dedicated hazardous-waste warehouse on the first floor of the designated building.
- Internal wastewater treatment upgrades contributed to source reduction of hazardous waste generation.

Storage

- Clearly label storage areas.
- Classify and store.
- Maintain complete, accurate inventory records tracking hazardous waste generation, transport, and disposal.

Shipping

- Engage disposal contractors and transporters with appropriate professional qualifications.
- Recording the hazardous wastetransfer bill.

Disposal

- Ensure end-to-end tracking of disposal using a closed-loop transfer manifest.
- Collect and treat emissions from hazardous materials handling to reduce environmental impact at the source.

Hazardous Waste Management Procedure

We actively continued to implement source reduction and treatment optimization measures in 2025.

Hazardous Waste Reduction Initiative

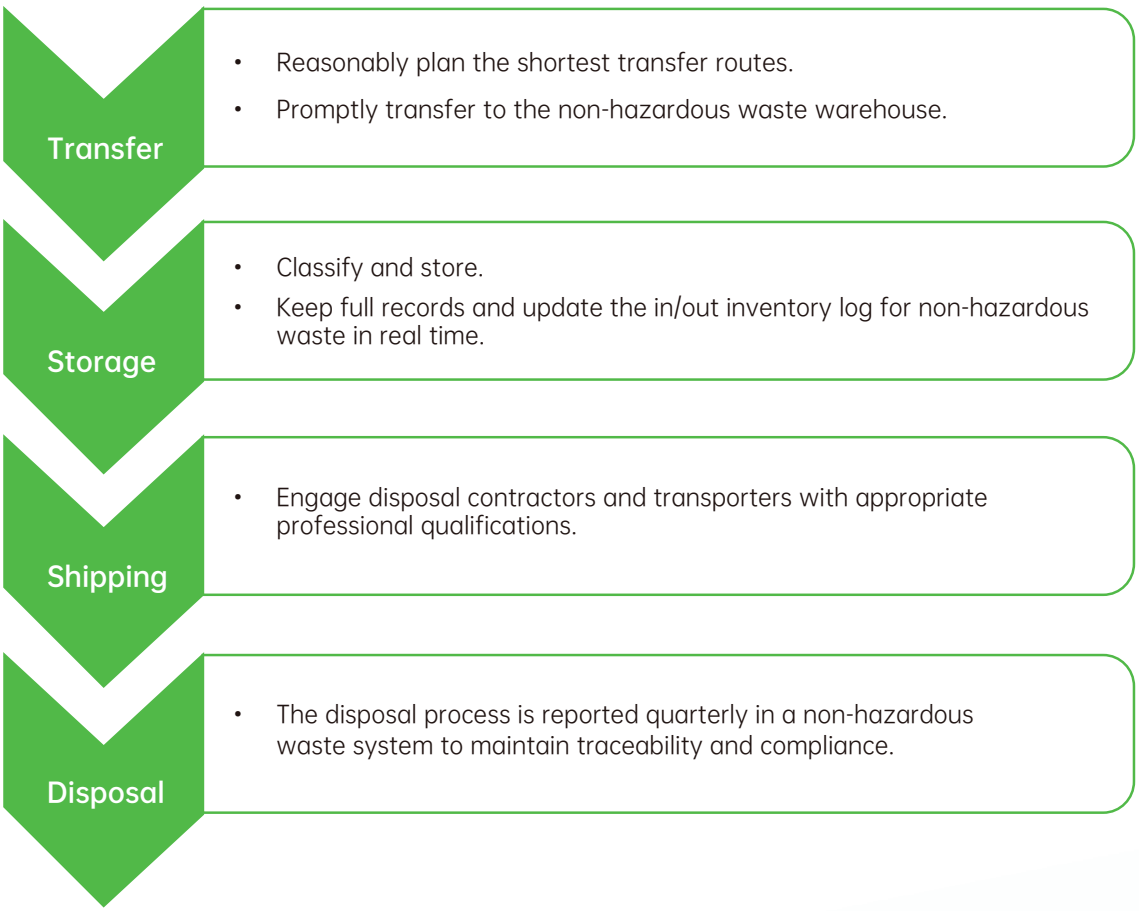
At Wuxi site, a "new-to-replace-old" measure was implemented by connecting nitrogen- and phosphorus-containing wastewater streams to a newly constructed on-site wastewater treatment facility prior to discharge to the municipal treatment plant.

4.3 WASTE AND DISCHARGE CONTROL (Continued)

Non-hazardous Waste

WuXi XDC manages non-hazardous waste through standardized classification, controlled disposal processes, and continuous improvement initiatives. By strengthening waste segregation, optimizing collection and storage arrangements, and promoting recycling, the Company seeks to reduce environmental impacts and improve resource efficiency across our operations.

We apply a structured process for the management of non-hazardous waste, covering waste generation, classification, collection, storage, and final disposal.



Non-hazardous Waste management

4.3 WASTE AND DISCHARGE CONTROL (Continued)

Building on prior improvements, WuXi XDC continues to enhance non-hazardous waste management through categorized outdoor waste placement and optimized storage arrangements. Waste is classified and placed in designated outdoor areas to improve organization, reduce cross-contamination, and facilitate efficient collection and handling. In addition, dedicated mobile waste rooms for solid waste management remain in operation, supporting more efficient use of space and resources.

To further enhance non-hazardous waste reduction and recycling performance, WuXi XDC leverages WBS-driven continuous improvement initiatives to explore more efficient and sustainable waste management practices.

Solid Waste Reduction and Recycling Enhancement Project

In 2025, WuXi XDC implemented a solid waste reduction and recycling enhancement project at its Wuxi and Shanghai sites, focusing on minimizing internal waste discharge through material reuse, recycling, and process optimization. Key measures included reducing single-use consumables at the source, promoting material reuse, and strengthening standardized waste classification and collection practices.

As a result, total solid waste generation decreased by 18%, and the proportion of hazardous waste declined by 12%. The recycling rate of recoverable materials increased to 85%, representing a 20 percentage-point improvement from the baseline year. Furthermore, landfill disposal was reduced by approximately 15 tonnes, and annual waste disposal costs decreased by about RMB280,000. To sustain the improvement, Solid Waste Operating Procedures and a Recycling Rate Improvement Checklist were developed, accompanied by employee training.

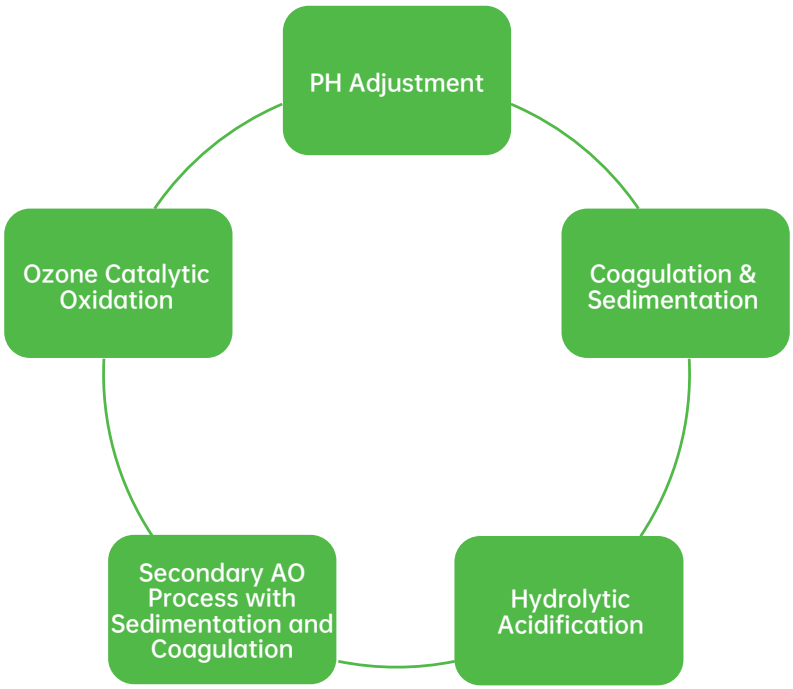
Wastewater Discharge Management

WuXi XDC manages wastewater discharge through standardized treatment processes, advanced technologies, and continuous monitoring to ensure compliant and stable operations. By strengthening controls over production wastewater and API[16]-related effluents, the Company seeks to minimize environmental impacts and prevent discharge risks. All wastewater is treated in accordance with applicable regulatory standards prior to discharge. Monitoring systems are implemented to track key water quality indicators and ensure that effluents meet compliance requirements. Control measures are in place to prevent pollutants from entering surrounding soil and groundwater systems, reducing the risk of environmental contamination.

We treat production wastewater through a multi-stage process designed to reduce pollutant loads and ensure stable effluent quality. The treatment process includes pH adjustment, coagulation and sedimentation, hydrolytic acidification, secondary AO treatment with sedimentation and coagulation, and ozone catalytic oxidation, forming an integrated system to address complex wastewater characteristics before final discharge.

[16] Active Pharmaceutical Ingredient refers to the active substance in a pharmaceutical drug that is responsible for its therapeutic effect, typically a small molecule compound.

4.3 WASTE AND DISCHARGE CONTROL (Continued)



Treatment processes for production wastewater

For API-related wastewater, we apply standardized management and treatment requirements for wastewater containing APIs and small-molecule compounds, in line with internal EHS guidelines and regulatory expectations.

- **Risk-based classification** of API-related wastewater based on compound characteristics and hazard profiles
- **Source control and segregation,** ensuring API-containing wastewater is managed separately where required
- **Advanced oxidation treatment,** including catalytic oxidation, to reduce API concentrations to below detectable levels
- **Process validation,** with critical parameters such as reaction time and oxygen dosage validated to ensure treatment effectiveness
- **Controlled discharge,** ensuring treated effluent meets applicable discharge standards before release

4.3 WASTE AND DISCHARGE CONTROL (Continued)

To further strengthen discharge reliability and enhance operational resilience, WuXi XDC continued to upgrade wastewater treatment infrastructure during the Reporting Period.

New Sewage Treatment Station

In August 2025, WuXi XDC commissioned a new sewage treatment station to enhance wastewater handling capacity and improve discharge assurance. The station adopts an integrated process combining equalization, phosphorus removal, hydrolytic acidification, multi-stage biological treatment, ozone oxidation, and membrane-based polishing to support stable treatment performance.

The facility applies defined COD control requirements for both influent and effluent, supported by online monitoring at key stages. Influent monitoring enables continuous tracking of wastewater quality and provides operational basis for adjusting parameters such as aeration and dosing. Effluent monitoring is interlocked with automated valves: if discharge indicators approach alert thresholds, the system automatically stops discharge and redirects flow back to the front-end treatment units to prevent non-compliant release.

Waste Reduction and Process Optimization

In 2025, Hefei site initiated a centralized waste liquid collection project to streamline waste handling processes. This initiative aims to reduce intermediate transfer steps, minimize potential environmental risks during transportation, and enable batch treatment to support waste volume reduction. In parallel, process optimization measures are being advanced to reduce high-pollution and high-waste technical steps at the source. Through upstream process improvements, the site seeks to lower environmentally intensive material use and improve overall environmental performance.

To address unexpected disruptions, emergency contingency arrangements are in place to temporarily store wastewater when the treatment system cannot operate as intended, further reducing environmental discharge risks.

Air Emission Management

WuXi XDC applies standardized treatment processes to control air emissions from both production facilities and laboratories. Exhaust gases are treated using activated carbon adsorption systems and washing towers, combined with high-efficiency filtration, prior to discharge, in accordance with environmental impact assessment requirements and applicable air quality standards.

4.3 WASTE AND DISCHARGE CONTROL (Continued)

To ensure the continued effectiveness of air emission control systems, WuXi XDC conducts regular monitoring and verification of emission concentrations through qualified third-party agencies. In addition, activated carbon and packing materials in exhaust gas treatment facilities are replaced on a periodic basis in line with EHS management requirements, supporting stable treatment performance and compliant emissions over time.

4.4 RESOURCE MANAGEMENT

WuXi XDC recognizes responsible resource management as a critical element of sustainable operations. The Company focuses on improving water efficiency, mitigating water-related risks, and promoting reuse and recycling practices across its sites. Through structured management approaches and continual improvement initiatives, WuXi XDC works to reduce resource consumption while supporting operational reliability and long-term sustainability.

Our Target

WuXi XDC aligns the water management objectives with Group-level direction and continues to enhance water efficiency across operations. The target is "To reduce our water consumption intensity by 30% (tonnes/RMB10,000) by 2025 from the baseline year 2021". And we have achieved this target during the Reporting Period. Guided by this direction, the Company remains committed to responsible water management and to monitoring water-related performance through ongoing tracking and evaluation mechanisms.

Our Action

WES Water Management

WuXi XDC implements an internal Water Excellence Stewardship (WES) program across all of our operational sites. WES is a structured water management initiative designed to optimize water resource management through the principles of measurement, avoidance, reduction, and recycling. The program covers key dimensions including water management governance, water balance, water quality, and safe water, sanitation, and hygiene (WASH). It draws on reference from recognized standards such as GB/T 38966 Sustainable Water Management Evaluation Requirements, the AWS International Water Stewardship Standard, and other relevant industry guidelines.

Through WES, each operating site evaluates its own sustainable water management performance, identifies improvement opportunities, and continuously enhances water use efficiency to align its operations with internationally recognized best practices.

4.4 RESOURCE MANAGEMENT (Continued)

Water Stress Assessment

WuXi XDC continues to conduct water stress assessments as part of its project planning and operational management processes. Prior to initiating new projects, the Company evaluates potential water-related risks and opportunities at proposed locations, considering physical, regulatory, and reputational factors. Based on assessment outcomes, site-specific water management measures are developed.

In addition, regular water risk reviews and scenario considerations are maintained across existing operations. To address identified risks, WuXi XDC continues to allocate resources to facility upgrades, process optimization, and operational improvements, supporting water conservation and resilience in regions where we operate.

Reducing and Recycling Water

WuXi XDC continues to prioritize source reduction in water consumption and the expanded use of recycled water across manufacturing and support functions. Water recycling facilities are operated and maintained to balance water demand among different processes and to enable reuse where feasible. Reclaimed and pretreated water is utilized for non-potable applications such as cooling towers, landscaping, and road cleaning, and where practicable is supplemented by captured rainwater for similar uses.

With extensive application of Single-Use Technology (SUT), WuXi XDC works with SUT suppliers to enhance the sustainability of its manufacturing model. By reducing equipment cleaning and disinfection requirements, SUT adoption contributes to water savings and waste reduction. Additionally, environmental and EHS training activities support employee awareness of water conservation practices.

During the Reporting Period, WuXi XDC reported no incidents of non-compliance with water quality or quantity permits, standards, or regulations. Water-saving initiatives are also promoted in office areas to encourage responsible resource use beyond laboratory and manufacturing settings.

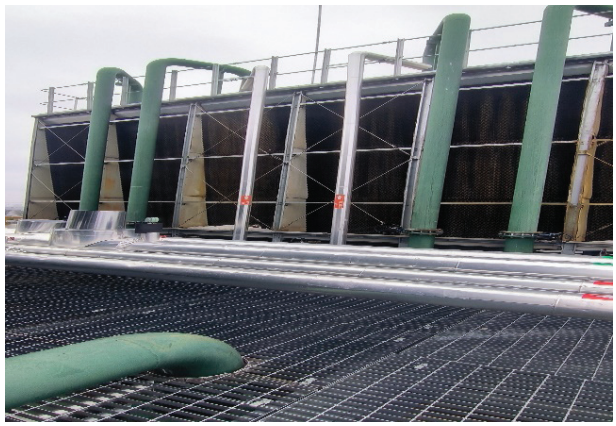
WuXi XDC manages water resources through a structured process that integrates planning, implementation, monitoring, and continuous improvement. Water usage data is tracked to support performance evaluation, while improvement measures are reviewed and adjusted to enhance efficiency over time.

4.4 RESOURCE MANAGEMENT (Continued)

Condensate Reuse Project for Cooling Tower Make-up Water

WuXi XDC collaborated with WuXi Biologics to implement a steam condensate recovery and reuse project at its Wuxi site. High-temperature, relatively clean steam condensate is recovered through heat exchangers to supply the hot-water systems, while the cooled condensate is reused as make-up water for cooling towers.

Compared with the conventional practices of directly discharge condensate, the project reduces industrial steam consumption and freshwater use. The project is expected to achieve annual savings of approximately 3,000 tonnes of freshwater and to reduce GHG emissions by approximately 3,300 tCO_2e per year.



Joint Water Resource Management Project

In 2025, WuXi XDC implemented a comprehensive energy and water management project at its Shanghai site, integrating condensate reuse for cooling tower make-up water with HVAC system optimization and steam substitution measures.

By reusing condensate, optimizing air-conditioning parameters, and introducing alternative heat sources, the project achieved significant resource efficiency improvements. Annual electricity savings reached approximately 704,000 kWh, steam savings reached 1,157 tonnes. GHG emissions were reduced by approximately 918 tCO_2e. Condensate reuse rates exceeded 50%, and overall energy efficiency improved by 18.5%, delivering combined environmental and economic benefits.

4.4 RESOURCE MANAGEMENT (Continued)

Condensate Recovery from Fresh Air HVAC System

In 2025, WuXi XDC implemented a condensate recovery initiative to improve water efficiency in cooling operations. Condensate generated from fresh air HVAC system exhaust is collected and reused as make-up water for cooling tower basins, helping to lower cooling water temperature and reduce overall water consumption. As a result of this initiative, approximately 2,007 tonnes of cooling water are saved annually, supporting water conservation and improving the efficiency of cooling tower operations.

Packaging Optimization

WuXi XDC continues to promote packaging optimization as part of our resource management efforts. The Company encourages the recycling and reuse of packaging materials, adopts greener packaging solutions, and replaces single-use paper packaging with reusable boxes where feasible.

Key packaging materials used in operations include glass bottles, rubber stoppers, aluminum caps, paper labels, and honeycomb cardboard. To prevent unnecessary packaging and reduce waste, WuXi XDC works with suppliers to phase out non-recyclable materials and optimize packaging design through efficient sourcing and streamlined production processes. Unused packaging materials are first assessed for internal reuse; where reuse is not feasible, qualified third-party recyclers are engaged to maximize material recovery and recycling.

APPENDIX 1: KEY PERFORMANCE INDICATORS

Environmental performance indicators

Type	Unit	2023	2024	2025
Energy indicators				
Direct energy consumption — Diesel fuel	Litres	193	600	500
Indirect energy consumption — Purchased electricity	kWh	20,262,573	27,294,787	40,543,370[17]
Indirect energy consumption — Purchased steam	GJ	89,652	103,000	120,562
Energy consumption indicators[18]				
Total energy consumption	MWh	45,168	55,912	74,058
Integrated energy consumption intensity	MWh/10,000RMB	0.21	0.14	0.12
Greenhouse gas emissions indicators				
Scope 1 Emissions	tCO_2e	417	438	2,321[19]
Scope 1 Emissions intensity	tCO_2e/10,000RMB	0.0020	0.0011	0.0039
Scope 2 Emissions	tCO_2e	24,957	31,667	43,398[20]
Scope 2 Emissions intensity	tCO_2e/10,000RMB	0.12	0.08	0.07
Total (Scope 1 + Scope 2)	tCO_2e	25,374	32,105	45,719
Total emission intensity (Scope 1 + Scope 2)	tCO_2e/10,000RMB	0.12	0.08	0.08
Scope 3 Emission	tCO_2e	–	10,443	15,925
Scope 3 Emission — C3 Fuel- and Energy-Related Activities (not included in Scope 1 or Scope 2)	tCO_2e	–	5,729	8,192

17 The increase in "Indirect energy consumption — Purchased electricity" in 2025 compared to previous years was primarily attributable to business growth and the expansion of operational activities.

18 Please refer to GB/T 2589–2020 General Principles for Calculation of Comprehensive Energy Consumption, and the GHG Protocol released by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD).

19 The increase in Scope 1 greenhouse gas emissions in 2025 compared to previous years was primarily driven by business growth, which led to increased consumption of refrigerants and raw materials used in processes such as wastewater anaerobic treatment.

20 Applies location-based approach. Scope2 in market-base is 43,398 tCO_2e.

APPENDIX 1: KEY PERFORMANCE INDICATORS

Type	Unit	2023	2024	2025
Scope 3 Emission — C4 Upstream Transport and Distribution	tCO_2e	–	571	2,097
Scope 3 Emission — C5 Waste Generated in Operations	tCO_2e	–	1,093	1,418
Scope 3 Emission — C6 Business Travel	tCO_2e	–	487	711
Scope 3 Emission — C7 Employee Commuting	tCO_2e	–	2,199	3,040
Scope 3 Emission — C9 Downstream Transport and Distribution	tCO_2e	–	364	467
Waste indicators				
Hazardous waste produced volume	tonnes	661	1,373	2,023
Hazardous waste treatment — Landfilled	tonnes	–	–	0
Hazardous waste treatment — Incinerated with energy recovery	tonnes	–	–	1,837
Hazardous waste treatment — Incinerated without energy recovery	tonnes	–	–	0
Hazardous waste treatment — Recycled/Reused	tonnes	–	–	186
Hazardous waste treatment — Other treatments	tonnes	–	–	0
Hazardous waste intensity	tonnes/10,000RMB	0.0031	0.0034	0.0034

APPENDIX 1: KEY PERFORMANCE INDICATORS

Type	Unit	2023	2024	2025
Non-hazardous waste produced volume	tonnes	265	373	456
Non-hazardous waste treatment — Landfilled	tonnes	–	–	0
Non-hazardous waste treatment — Incinerated with energy recovery	tonnes	–	–	391.48
Non-hazardous waste treatment — Incinerated without energy recovery	tonnes	–	–	40.93
Non-hazardous waste treatment — Recycled/Reused	tonnes	–	–	23.10
Non-hazardous waste treatment — Biological treatment	tonnes	–	–	0
Non-hazardous waste treatment — Other treatments	tonnes	–	–	0
Non-hazardous waste intensity	tonnes/10,000RMB	0.0012	0.0009	0.0008
Wastewater discharge indicators				
Total water discharge	tonnes	230,040	208,790	221,267
Off-site water treatment total discharge	tonnes	–	–	221,267
Beneficial/other use total discharge	tonnes	–	–	0
Other destination total discharge	tonnes	–	–	0
COD discharge	tonnes	2.37	1.91	3.48
NH_3-N discharge	tonnes	0.21	0.28	0.12

APPENDIX 1: KEY PERFORMANCE INDICATORS

Type	Unit	2023	2024	2025
Exhaust gas indicators				
NO_x emissions	tonnes	0	0	0
SO_x emissions	tonnes	0	0	0
Soot emissions	tonnes	0	0	0
Water consumption indicators[21]				
Total water consumption/ withdrawal[i]	tonnes	257,448	262,755	431,734
Municipal water supply	tonnes	–	–	431,734
Harvested rainwater	tonnes	–	–	0
Other sources	tonnes	–	–	0
Water consumption/ withdrawal intensity	tonnes/10,000RMB	1.21	0.65	0.73
Packaging material consumption indicators				
Packaging material consumption	tonnes	75	80	319
Packaging material consumption intensity	tonnes/10,000RMB	0.00035	0.00020	0.00054

[21] Water we use for operations comes from municipal water systems and a small amount for irrigation and road cleaning comes from harvested rainwater, we do not take water from water stressed areas.

APPENDIX 1: KEY PERFORMANCE INDICATORS

Social performance indicators

Type		Unit	2023	2024	2025
Personnel employment indicators					
Number of employees		Number	1,178	2,041	2,664
By gender	Male	Number	561	954	1,280
	Female	Number	615	1,087	1,384
By age	Under 30	Number	651	1,071	1,447
	30 to 50	Number	509	940	1,175
	Over 50	Number	16	30	42
By employment type	Contract employees (Directly employed)	Number	1,178	2,041	2,664
	Part-time employees	Number	84	140	163
By job level	Senior management	Number	29	38	48
	Middle management	Number	67	89	132
	Primary management	Number	121	117	139
	General staff	Number	961	1,797	2,345
By location[22]	Asia	Number	1,165	2,015	2,627
	America	Number	9	22	29
	Europe	Number	4	4	8
New employees		Number	514	1,023	848
By gender	Male	Number	238	543	441
	Female	Number	276	480	407

22 This refers to the actual locations where employees work.

APPENDIX 1: KEY PERFORMANCE INDICATORS

Type		Unit	2023	2024	2025
By age	Under 30	Number	337	571	513
	30 to 50	Number	169	439	318
	Over 50	Number	8	13	17
By job level	Senior management	Number	18	8	9
	Middle management	Number	25	27	33
	Primary management	Number	34	35	30
	General staff	Number	437	953	776
By location	Asia	Number	506	1,009	835
	America	Number	7	13	9
	Europe	Number	1	1	4
Internal employee transfers		Number	–	–	55
Employee equality and diversity metrics					
Total number of employee nationalities		Number	5	8	10
Percentage of female employees in senior management		%	–	37	38
Percentage of female employees in middle management		%	–	–	48
Percentage of female employees in primary management		%	–	–	40
Percentage of female employees in management positions in revenue generating functions		%	–	–	42

APPENDIX 1: KEY PERFORMANCE INDICATORS

Type		Unit	2023	2024	2025
Percentage of female employees in STEM positions (as % of total STEM positions)		%	–	–	52
Percentage of employees from minority ethnic groups		%	–	3.33	3.45
Number of employees with disability		Number	–	19	19
Median gender pay gap		%	–	–	4
Median gender pay (bonus) gap		%	–	–	4
Employee retention metrics					
Total employees lost		Number	89	160	224
Total employee turnover[23]		%	8	8	8
By gender	Male	%	9	9	9
	Female	%	6	7	8
By age	Under 30	%	9	10	9
	30 to 50	%	6	6	7
	Over 50	%	6	7	10
By region	China	%	8	8	8
	Outside China	%	0	5	10

[23] Total employee turnover = Total number of turnovers/Total number of employees by year-end.

APPENDIX 1: KEY PERFORMANCE INDICATORS

Type	Unit	2023	2024	2025
Average years employed by the Company — Male	Years	–	2.59	1.70
Average years employed by the Company — Female	Years	–	2.75	1.73
Percentage of employees received an annual review on performance and career development	%	–	92	92
Occupational health and safety indicators				
Number of deaths due to work injuries — Employees	Number	0	0	0
Number of deaths due to work injuries — Contractors	Number	0	0	0
Number of lost work days due to work-injuries — Employees	Day	0	0	0
Lost-time injury rate — Employees	Times/200,000 working hours	0	0	0

APPENDIX 1: KEY PERFORMANCE INDICATORS

Type		Unit	2023	2024	2025
Employee training indicators					
Percentage of employees trained		%	100	100	100
By gender	Male	%	48	47	48
	Female	%	52	53	52
By job level	General staff	%	82	88	88
	Primary management	%	10	6	5
	Middle management	%	6	4	5
	Senior management	%	2	2	2
Average number of training hours per employee		Hours	5	68	65
By gender	Male	Hours	5	68	65
	Female	Hours	5	68	65
By job level	General staff	Hours	3	67	66
	Primary management	Hours	22	79	75
	Middle management	Hours	7	87	75
	Senior management	Hours	2	9	7
Social contribution indicators					
Charity and social welfare investment		Million HKD	Over 3	0	5

APPENDIX 1: KEY PERFORMANCE INDICATORS

Governance performance indicators

Type		Unit	2023	2024	2025
Operational governance indicators					
Number of reports related to business ethics		Number	–	–	0
Valid reports by type	Corruption or bribery	Number	–	–	0
	Conflict of interest	Number	–	–	0
	Customer privacy data	Number	–	–	0
	Money laundry or insider trading	Number	–	–	0
Supplier Indicators					
Total number of suppliers		Number	504	680	884
Number of suppliers in Asia		Number	472	633	823
Asian supplier distribution by purchase volume		%	59	74	64
Number of suppliers in Europe		Number	10	19	24
European supplier distribution by purchase volume		%	15	13	16
Number of suppliers in America		Number	22	28	37
American supplier distribution by purchase volume		%	26	13	20

APPENDIX 1: KEY PERFORMANCE INDICATORS

Type	Unit	2023	2024	2025
Total number of Tier 1 suppliers	Number	–	680	884
Total number of significant suppliers in Tier 1	Number	–	261	118
Total number of significant suppliers in non-Tier 1	Number	–	0	0
Percentage of buyers across all locations who have received training on sustainable procurement	%	–	100	100
Percentage of targeted suppliers that have signed the sustainable procurement charter or supplier code of conduct	%	–	100	100

APPENDIX 2: HKEX ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE INDEX

Subject Areas, Aspects, General Disclosures and KPIs		Chapter
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.	Environmental Sustainability — Waste and Discharge Control Environmental Sustainability — Resource Management
A1.1	The types of emissions and respective emissions data.	Appendix 1: Key Performance Indicators
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Appendix 1: Key Performance Indicators
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Appendix 1: Key Performance Indicators
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Appendix 1: Key Performance Indicators
A1.5	Description of emission target(s) set and steps taken to achieve them.	Environmental Sustainability — Waste and Discharge Control
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.	Environmental Sustainability — Waste and Discharge Control

APPENDIX 2: HKEX ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE INDEX

Subject Areas, Aspects, General Disclosures and KPIs		Chapter
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Environmental Sustainability — Response to Climate Change Environmental Sustainability — Resource Management
A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas, or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Appendix 1: Key Performance Indicators
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Appendix 1: Key Performance Indicators
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Environmental Sustainability — Response to Climate Change
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.	Environmental Sustainability — Resource Management
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Environmental Sustainability — Resource Management
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Environmental Sustainability — Environmental Protection
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Environmental Sustainability — Environmental Protection

APPENDIX 2: HKEX ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE INDEX

Subject Areas, Aspects, General Disclosures and KPIs		Chapter
Social		
Aspect B1: Employment		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Empowering Our People — Compliant Employment
B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Empowering Our People — Compliant Employment Appendix 1: Key Performance Indicators
B1.2	Employee turnover rate by gender, age group and geographical region.	Appendix 1: Key Performance Indicators
Aspect B2: Health and Safety		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Empowering Our People — Occupational Health and Safety
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Empowering Our People — Occupational Health and Safety
B2.2	Lost days due to work injury.	Appendix 1: Key Performance Indicators
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Empowering Our People — Occupational Health and Safety

APPENDIX 2: HKEX ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE INDEX

Subject Areas, Aspects, General Disclosures and KPIs		Chapter
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Empowering Our People — Employee Training and Development
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Appendix 1: Key Performance Indicators
B3.2	The average training hours completed per employee by gender and employee category.	Appendix 1: Key Performance Indicators
Aspect B4: Labor 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.	Empowering Our People — Compliant Employment
B4.1	Description of measures to review employment practices to avoid child and forced labour.	Empowering Our People — Compliant Employment
B4.2	Description of steps taken to eliminate such practices when discovered.	Empowering Our People — Compliant Employment

APPENDIX 2: HKEX ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE INDEX

Subject Areas, Aspects, General Disclosures and KPIs		Chapter
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Strengthening Governance — Supply Chain Management
B5.1	Number of suppliers by geographical region.	Strengthening Governance — Supply Chain Management Appendix 1: Key Performance Indicators
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.	Strengthening Governance — Supply Chain Management
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Strengthening Governance — Supply Chain Management
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Strengthening Governance — Supply Chain Management

APPENDIX 2: HKEX ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE INDEX

Subject Areas, Aspects, General Disclosures and KPIs		Chapter
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.	Strengthening Governance — Responsible Marketing Contributing to Society — Client Engagement
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Contributing to Society — Client Engagement
B6.2	Number of products and service related complaints received and how they are dealt with.	Contributing to Society — Client Engagement
B6.3	Description of practices relating to observing and protecting intellectual property rights.	Contributing to Society — Intellectual Property Protection
B6.4	Description of quality assurance process and recall procedures.	Contributing to Society — Quality Management Contributing to Society — Client Engagement
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Strengthening Governance — Information Security and Protection

APPENDIX 2: HKEX ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE INDEX

Subject Areas, Aspects, General Disclosures and KPIs		Chapter
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.	Strengthening Governance — Business Ethics
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.	Strengthening Governance — Business Ethics
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Strengthening Governance — Business Ethics
B7.3	Description of anti-corruption training provided to directors and staff.	Strengthening Governance — Business Ethics
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.	Contributing to Society — Community Support
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Contributing to Society — Community Support
B8.2	Resources contributed (e.g. money or time) to the focus area.	Contributing to Society — Community Support

APPENDIX 3: GRI STANDARD INDEX

Statement of use	WuXi XDC has reported the information cited in this GRI content index for the period January 1, 2025 to December 31, 2025 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021		
The organization and its reporting practices		
2-1	Organizational details	Company Overview
2-2	Entities included in the organization's sustainability reporting	About the Report
2-3	Reporting period, frequency and contact point	About the Report
2-4	Restatements of information	No
2-5	External Assurance	Appendix 6: External Assurance Report
Activities and works		
2-6	Activities, value chain and other business relationships	Company Overview Strengthening Governance — Supply Chain Management
2-7	Employees	Empowering Our People Appendix 1: Key Performance Indicators
2-8	Workers who are not employees	Empowering Our People
Governance		
2-9	Governance structure and composition	Strengthening Governance — Corporate Governance
2-10	Nomination and selection of the highest governance body	Strengthening Governance — Corporate Governance
2-11	Chair of the highest governance body	See Annual Report
2-12	Role of the highest governance body in overseeing the management of impacts	Strengthening Governance — Corporate Governance
2-13	Delegation of responsibility for managing impacts	Strengthening Governance — Corporate Governance

APPENDIX 3: GRI STANDARD INDEX

GRI Standard	Disclosure	Location
2-14	Role of the highest governance body in sustainability reporting	Strengthening Governance — ESG Governance
2-15	Conflicts of interest	See Annual Report
2-16	Communication of critical concerns	Strengthening Governance — ESG Governance
2-17	Collective knowledge of the highest governance body	Strengthening Governance — ESG Governance
2-18	Evaluation of the performance of the highest governance body	Strengthening Governance — ESG Governance
2-19	Remuneration policies	See Annual Report
2-20	Process to determine remuneration	See Annual Report
2-21	Annual total compensation ratio	See Annual Report
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	ESG Strategy
2-23	Policy commitments	Strengthening Governance — Business Ethics Strengthening Governance — Green Supply Chain Empowering Our People — Compliant Employment
2-24	Embedding policy commitments	Strengthening Governance — Business Ethics Strengthening Governance — Green Supply Chain Empowering Our People — Compliant Employment
2-25	Processes to remediate negative impacts	Strengthening Governance — Business Ethics Empowering Our People — Compliant Employment
2-26	Mechanisms for seeking advice and raising concerns	Strengthening Governance — Business Ethics Empowering Our People — Compliant Employment
2-27	Compliance with laws and regulations	Strengthening Governance — Business Ethics

APPENDIX 3: GRI STANDARD INDEX

GRI Standard	Disclosure	Location
Stakeholder engagement		
2-29	Approach to stakeholder engagement	Strengthening Governance — ESG Governance
2-30	Collective bargaining agreements	Empowering Our People — Compliant Employment
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Strengthening Governance — ESG Governance
3-2	List of material topics	Strengthening Governance — ESG Governance
Material Issues		
GRI 202: Market Presence 2016		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Empowering Our People — Compliant Employment
GRI 205: Anti-corruption 2016		
205-1	Operations assessed for risks	Strengthening Governance — Risk Management
205-2	Communication and training about anti-corruption policies and procedures	Strengthening Governance — Business Ethics
205-3	Confirmed incidents of corruption and actions taken	Strengthening Governance — Business Ethics
GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Strengthening Governance — Business Ethics
Environment		
GRI301: Materials 2016		
301-1	Materials used by weight or volume	Environmental Sustainability — Resource Management Appendix 1: Key Performance Indicators

APPENDIX 3: GRI STANDARD INDEX

GRI Standard	Disclosure	Location
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	Appendix 1: Key Performance Indicators
302-3	Energy intensity	Appendix 1: Key Performance Indicators
302-4	Reduction of energy consumption	Environmental Sustainability — Response to Climate Change Appendix 1: Key Performance Indicators
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	Environmental Sustainability — Resource Management
303-2	Management of water discharge- related impacts	Environmental Sustainability — Waste and Discharge Control
303-4	Water discharge	Appendix 1: Key Performance Indicators
303-5	Water consumption	Environmental Sustainability — Resource Management Appendix 1: Key Performance Indicators
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Appendix 1: Key Performance Indicators
305-2	Energy indirect (Scope 2) GHG emissions	Appendix 1: Key Performance Indicators
305-4	GHG emissions intensity	Environmental Sustainability — Response to Climate Change Appendix 1: Key Performance Indicators
305-5	Reduction of GHG emissions	Environmental Sustainability — Response to Climate Change Appendix 1: Key Performance Indicators
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Appendix 1: Key Performance Indicators

APPENDIX 3: GRI STANDARD INDEX

GRI Standard	Disclosure	Location
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	Environmental Sustainability — Waste and Discharge Control
306-2	Management of significant waste- related impacts	Environmental Sustainability — Waste and Discharge Control
306-3	Waste generated	Appendix 1: Key Performance Indicators
306-4	Waste diverted from disposal	Appendix 1: Key Performance Indicators
306-5	Waste directed to disposal	Appendix 1: Key Performance Indicators
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	Strengthening Governance — Supply Chain Management
308-2	Negative environmental impacts in the supply chain and actions taken	Strengthening Governance — Supply Chain Management
Society		
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	Appendix 1: Key Performance Indicators
401-3	Parental leave	Empowering Our People — Employee Benefits and Engagements
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	Empowering Our People — Occupational Health and Safety
403-2	Hazard identification, risk assessment, and incident investigation	Empowering Our People — Occupational Health and Safety
403-3	Occupational health services	Empowering Our People — Occupational Health and Safety
403-5	Worker training on occupational health and safety	Empowering Our People — Occupational Health and Safety

APPENDIX 3: GRI STANDARD INDEX

GRI Standard	Disclosure	Location
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Empowering Our People — Occupational Health and Safety
403-8	Workers covered by an occupational health and safety management system	Empowering Our People — Occupational Health and Safety
403-9	Work-related injuries	Appendix 1: Key Performance Indicators
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	Appendix 1: Key Performance Indicators
404-2	Programs for upgrading employee skills and transition assistance programs	Empowering Our People — Employee Training and Development
404-3	Percentage of employees receiving regular performance and career development reviews	Empowering Our People — Employee Training and Development
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Empowering Our People — Compliant Employment Appendix I: Key Performance Indicators
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	Empowering Our People — Compliant Employment
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	Empowering Our People — Compliant Employment Strengthening Governance — Supply Chain Management
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Empowering Our People — Compliant Employment Strengthening Governance — Supply Chain Management

APPENDIX 3: GRI STANDARD INDEX

GRI Standard	Disclosure	Location
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	Contributing to Society — Community Support
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	Strengthening Governance — Supply Chain Management
414-2	Negative social impacts in the supply chain and actions taken	Strengthening Governance — Supply Chain Management
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	Contributing to Society — Quality Management
GRI 417: Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	Strengthening Governance — Responsible Marketing
417-2	Incidents of non-compliance concerning product and service information and labeling	Strengthening Governance — Responsible Marketing
417-3	Incidents of non-compliance concerning marketing communications	Strengthening Governance — Responsible Marketing
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Strengthening Governance — Information Security and Protection

APPENDIX 4: TCFD RECOMMENDATION INDEX

TCFD Pillar	Recommended Disclosures	Chapter Index
Governance	a) Describe the board's oversight of climate-related risks and opportunities	Environmental Sustainability — Response to Climate Change — Governance
	b) Describe management's role in assessing and managing climate-related risks and opportunities	Environmental Sustainability — Response to Climate Change — Governance
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	Environmental Sustainability — Response to Climate Change — Strategy
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	Environmental Sustainability — Response to Climate Change — Strategy
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	Environmental Sustainability — Response to Climate Change — Strategy
Risk Management	a) Describe the organization's processes for identifying and assessing climate-related risks	Environmental Sustainability — Response to Climate Change — Risk Management
	b) Describe the organization's processes for managing climate-related risks	Environmental Sustainability — Response to Climate Change — Risk Management
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	Environmental Sustainability — Response to Climate Change — Risk Management
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	Environmental Sustainability — Response to Climate Change — Target and Metrics
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	Environmental Sustainability — Response to Climate Change — Target and Metrics
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	Environmental Sustainability — Response to Climate Change — Target and Metrics

APPENDIX 5: 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	Not applicable
	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	Not applicable
	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	Contributing to Society — Client engagement
	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	
	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	HC-BP-250a.5	Contributing to Society — Quality Management

APPENDIX 5: SASB INDEX

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	Strengthening Governance — Responsible Marketing
	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 People — Compliant Employment
	(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	Appendix 1: Key Performance Indicators
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	Strengthening Governance — Supply Chain Management
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	HC-BP-510a.1	Strengthening Governance — Business Ethics
	Description of code of ethics governing interactions with health care professionals	HC-BP-510a.2	Not applicable

APPENDIX 6: EXTERNAL ASSURANCE REPORT

BUREAU VERITAS

Bureau Veritas Certification



INDEPENDENT ASSURANCE STATEMENT

Objectives of Work

Bureau Veritas Certification (Beijing) Co., LTD ("BUREAU VERITAS") has been engaged by WuXi XDC (Cayman) Inc. (hereafter referred to as "WuXi XDC" to conduct an independent Assurance of its 2025 Environmental, Social and Governance Report (the "Report"). This Assurance Statement applies to the related information included within the scope of work described below.

This information and its presentation in the report are the sole responsibility of the management of WuXi XDC. Our sole responsibility was to provide independent assurance on the accuracy and reliability of information included, and on the underlying systems and processes used to collect, analyse and review it.

Scope of work

WuXi XDC requested Bureau Veritas to verify the accuracy and reliability of the following:

- Data and information included in the 2025 Environmental, Social and Governance Report for the period from 2025.1.1 to 2025.12.31

Excluded from the scope of our work is any assurance of information relating to:

- Activities outside the defined assurance period;
- Positional statements expressions of opinion, belief, aim or future intention by WuXi XDC and statements of future commitment;
- Financial data and information that has been audited by a third party.

Level of assurance: reasonable assurance level

Assurance standard

1. International Standard for Assurance Engagements Other than Audits or Reviews of Historical Financial Information ("ISAE 3000 (Revised)"), developed by the International Auditing and Assurance Standards Board
2. GRI Sustainability Reporting Standards, published by the Global Reporting Initiative
3. The Appendix of Environmental, Social and Governance Reporting Guide by Hong Kong Exchanges and Clearing Limited

Methodology

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

1. Interviews with relevant personnel of WuXi XDC.
2. Review of documentary evidence produced by WuXi XDC.
3. Evaluation of information against Global Reporting Initiative (GRI) principles of Materiality, Accuracy, Completeness, Balance, Clarity and Comparability.
4. Audit of performance data, tracing and checking the sample data according to the sampling principle.
5. Review of WuXi XDC data and information systems for collection, aggregation and analysis;

Our work was conducted against Bureau Veritas' standard procedures and guidelines for external Assurance of Non-financial Reports, based on current best practice in independent assurance. The work was planned, carried out and concluded based on reasonable, rather than absolute assurance, as determined by Bureau Veritas.

Assurance Conclusion

Certification body address: Room 02, 9 / F, West Office Building 1, Oriental Economic and Trade City, Oriental Plaza, No.1 East Chang'an Street, Dongcheng District, Beijing, China. 100738
Local office address: Rm. B, F4, No.1288, Waima Road, Huangpu District, Shanghai, China. 200011
Further clarifications regarding the verification scope of this opinion may be obtained by consulting the organization.
To check this opinion validity please call: +86 21 23190306

APPENDIX 6: EXTERNAL ASSURANCE REPORT

Bureau Veritas Certification

On the basis of our methodology and the activities described above, it is our opinion that:

- The information and data included in the scope of our assurance are accurate, reliable and free from material mistake or misstatement.
- The information is presented in a clear, understandable and accessible manner.
- The information of the Report provides a fair and balanced representation of related ESG management activities during the Y2025.
- WuXi XDC has established appropriate systems for the collection, aggregation and analysis of relevant information. The performance data for Y2025 has been disclosed and be with Comparability.

Accuracy

The information and data disclosed in the report are objective and reliable. WuXi XDC has established appropriate systems for the collection and disposal of quantitative data on organizational governance, environment and social management. Through on-site assurance, the evidence provided by WuXi XDC is relatively reliable and the report is of objectivity.

Materiality

WuXi XDC identified and disclosed material ESG issues and related information in accordance with the GRI Sustainability Reporting Standard, the Sustainability Accounting Standards Board accounting standards for sustainable development — biotechnology and pharmaceutical Industries, the Appendix of Environmental, Social and Governance Reporting Guide by Hong Kong Exchanges and Clearing Limited, and recommendations issued by the Task Force on Climate-Related Financial Disclosure (TCFD).

Completeness

The report of WuXi XDC focuses on the aspects of "Strengthening Governance", "Contributing to Society", "Empowering Our People", "Environmental Sustainability". The report discloses data and information related to product responsibility, social responsibility, environmental responsibility, and employee responsibility, which are of concern to the stakeholders of WuXi XDC . The disclosed is of relative Completeness.

Statement of independence, impartiality and competence

Bureau Veritas is an independent professional services company that specialises in Quality, Environmental and Occupational Health and Safety, Social Responsibility with more than 190 years history in providing independent assurance services. Members of the assurance team have no interests or conflicts of relationship with WuXi XDC. We have conducted this Assurance independently and impartially. Bureau Veritas has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

Fanny Zou
Director of Greater China Region
Bureau Veritas Certification (Beijing) Co., LTD
2026-03-31

Zhenhua Wang
Assurance Team Leader
Bureau Veritas Certification (Beijing) Co., LTD
2026-03-20

Certification body address: Room 02, 9 / F, West Office Building 1, Oriental Economic and Trade City, Oriental Plaza, No.1 East Chang'an Street, Dongcheng District, Beijing, China. 100738
Local office address: Rm. B, F4, No.1288, Waima Road, Huangpu District, Shanghai, China. 200011
Further clarifications regarding the verification scope of this opinion may be obtained by consulting the organization.
To check this opinion validity please call: +86 21 23190306

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APPENDIX 6: EXTERNAL ASSURANCE REPORT

BUREAU VERITAS

Bureau Veritas Certification

Greenhouse Gases Verification Statement

This is to verify that

WuXi XDC (Shanghai) Co., Ltd.

Address: Room 368, Area 302, No.211 Futebei Road , China (Shanghai) Pilot Free Trade Zone

Statement No: EMI30493440-08

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

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

Organizational boundaries:

Activities and facilities of WuXi XDC (Shanghai) Co., Ltd. under operational control approach.

Reporting boundaries:

GHG emissions generated in operation and related management activities within the organizational boundaries, as well as significant indirect greenhouse gas emissions.

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

Emissions data verified under reporting boundaries:

Category 1：Direct GHG emissions：23 tonnes of CO_2e

Category 2：Indirect GHG emissions from imported energy：4,667tonnes of CO_2e

Category 3：Indirect GHG emissions from transportation：1,790tonnes of CO_2e

Category 4：Indirect GHG emissions from products used by organization：1,172tonnes of CO_2e

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

Category 6：Indirect GHG emissions from other sources：Unquantified

GHG verification protocol used to conduct the verification:

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

Level of assurance: Reasonable assurance

Verification conclusion:

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

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

Certification body address: Room 02, 9 / F, West Office Building 1, Oriental Economic and Trade City, Oriental Plaza, No.1 East Chang'an Street, Dongcheng District, Beijing, China. 100738
Further clarifications regarding the verification scope of this statement may be obtained by consulting the organization.
To check this statement validity please call: +86 021-23190306
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APPENDIX 6: EXTERNAL ASSURANCE REPORT

BUREAU VERITAS

Bureau Veritas Certification

Greenhouse Gases Verification Statement

WuXi XDC (Shanghai) Co., Ltd.

Verification conclusion:

Based on the verification process and findings, the GHG emission data in the GHG inventory report from WuXi XDC (Shanghai) Co., Ltd. is in compliance with Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard and Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

GHG emission classification: The Greenhouse Gas Protocol

Categories		tCO_2e
Scope 1: Direct GHG emissions		23
Scope 2: Indirect GHG emissions from imported energy		4,667
Scope 3: Other indirect GHG emissions	Purchased goods and services	-
	Capital goods	-
	Fuel- and energy-related activities	968
	Upstream transportation and distribution	8
	Waste generated in operations	204
	Business travel	132
	Employee commuting	1,467
	Upstream leased assets	-
	Downstream transportation and distribution	183
	Processing of sold products	-
	Use of sold products	-
	End-of-life treatment of sold products	-
	Downstream leased assets	-
	Franchises	-
	Investments	-

Note: "-" is Unquantified

GHG Scope:

GHG covered: Carbon dioxide (CO2), Methane (CH4), Nitrous oxide (N2O), Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs), Sulfur hexafluoride (SF6) and Nitrogen trifluoride (NF3)
Global warming potential (GWP): 2021 IPCC Sixth Assessment Report (AR6)

Level of assurance: Reasonable assurance

GHG verification methodology:

Interview for relevant personnel;
Review of the documentary evidence;
Evaluation of the methodology and information systems for data collection, aggregation, analysis and review;
Audit of sampled sites and data to verify source.

Verfied date: Feb 9~Mar 10, 2026

Verification Team: Lead Verifier: Roger HU, Verifier: Vistar CHANG

Statement of independence, impartiality and competence:

Bureau Veritas Group is an independent professional services company that specializes in Quality, Health, Safety, Social and Environmental management with over 190 years' history in providing independent assurance services.No member of the verification team has a business relationship with WuXi XDC (Shanghai) Co., Ltd. and its directors or managers beyond that required by this assignment. We conducted this verification independently and to our knowledge there has been no conflict of interest. Bureau Veritas Group has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

Certification body address: Room 02, 9 / F, West Office Building 1, Oriental Economic and Trade City, Oriental Plaza, No.1 East Chang'an Street, Dongcheng District, Beijing, China. 100738
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To check this statement validity please call: +86 021-23190306
Page 2 of 2



APPENDIX 6: EXTERNAL ASSURANCE REPORT

BUREAU VERITAS

Bureau Veritas Certification

Greenhouse Gases Verification Statement

This is to verify that

WuXi XDC Co., Ltd.

Address: No.11, Xinhui Ring Road, Xinwu District, Wuxi City

Statement No: EMI30493440-07

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

The determination of the GHG emissions is the sole responsibility of WuXi XDC Co., Ltd. BVC's sole responsibility was to provide independent verification on the accuracy of the GHG emissions reported, and on the underlying systems and processes used to collect, analyze and review the information.

Organizational boundaries:
Activities and facilities of WuXi XDC Co., Ltd. under operational control approach.

Reporting boundaries:

GHG emissions generated in operation and related management activities within the organizational boundaries, as well as significant indirect greenhouse gas emissions.

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

Emissions data verified under reporting boundaries:

Category 1：Direct GHG emissions：2,298 tonnes of CO2e

Category 2：Indirect GHG emissions from imported energy：38,731 tonnes of CO2e

Category 3：Indirect GHG emissions from transportation：4,525 tonnes of CO2e

Category 4：Indirect GHG emissions from products used by organization：8,438 tonnes of CO2e

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

Category 6：Indirect GHG emissions from other sources：Unquantified

GHG verification protocol used to conduct the verification:

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

Level of assurance: Reasonable assurance

Verification conclusion:

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

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

Certification body address: Room 02, 9 / F, West Office Building 1, Oriental Economic and Trade City, Oriental Plaza, No.1 East Chang'an Street, Dongcheng District, Beijing, China. 100738
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APPENDIX 6: EXTERNAL ASSURANCE REPORT

BUREAU VERITAS

Bureau Veritas Certification

Greenhouse Gases Verification Statement

WuXi XDC Co., Ltd.

Verification conclusion:

Based on the verification process and findings, the GHG emission data in the GHG inventory report from WuXi XDC Co., Ltd. is in compliance with Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard and Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

GHG emission classification: The Greenhouse Gas Protocol

Categories		tCO_2e
Scope 1: Direct GHG emissions		2,298
Scope 2: Indirect GHG emissions from imported energy		38,731
Scope 3: Other indirect GHG emissions	Purchased goods and services	-
	Capital goods	-
	Fuel- and energy-related activities	7,224
	Upstream transportation and distribution	2,089
	Waste generated in operations	1,214
	Business travel	579
	Employee commuting	1,573
	Upstream leased assets	-
	Downstream transportation and distribution	284
	Processing of sold products	-
	Use of sold products	-
	End-of-life treatment of sold products	-
	Downstream leased assets	-
	Franchises	-
	Investments	-

Note: "-" is Unquantified

GHG Scope:

GHG covered: Carbon dioxide (CO2), Methane (CH4), Nitrous oxide (N2O), Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs), Sulfur hexafluoride (SF6) and Nitrogen trifluoride (NF3)
Global warming potential (GWP): 2021 IPCC Sixth Assessment Report (AR6)

Level of assurance: Reasonable assurance

GHG verification methodology:

Interview for relevant personnel;
Review of the documentary evidence;
Evaluation of the methodology and information systems for data collection, aggregation, analysis and review;
Audit of sampled sites and data to verify source.

Verfied date: Feb 9~Mar 10, 2026

Verification Team: Lead Verifier: Roger HU, Verifier: Vistar CHANG

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Certification body address: Room 02, 9 / F, West Office Building 1, Oriental Economic and Trade City, Oriental Plaza, No.1 East Chang'an Street, Dongcheng District, Beijing, China. 100738
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To check this statement validity please call: +86 021-23190306
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ABOUT THIS REPORT

REPORTING SCOPE AND LIMITS

The Scope of the Environmental, Social and Governance Report (the present report) is consistent with the Company's annual report. In view of the importance of our business's impact on the environment, the scope of our environmental data includes all operating sites owned and managed by WuXi XDC (Cayman) Inc[24].

REPORTING PERIOD

This report covers the period from January 1, 2025 to December 31, 2025 (the Reporting Period). To complete the comprehensive suite of data contained in this report, some content considers previous years or extends to the first quarter of 2026.

REPORTING STANDARDS

This report is compiled based on the Environmental, Social and Governance Reporting Code, Appendix C2 of the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (HKEX); with reference to the Global Sustainability Standards Board (GSSB) GRI Standards, the relevant requirements set forth by the Sustainability Accounting Standards Board (SASB), International Sustainability Standards Board (ISSB) International Financial Reporting Standards(IFRS) S1 General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2 Climate-related Disclosures and the Task Force on Climate-Related Financial Disclosures (TCFD) Recommendations of The Financial Stability Board (FSB).

INDICATORS SELECTION

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

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

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

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

[24] All operational sites refer to all the sites put into operation before 2025, so that comprehensive and valid data can be measured. This includes the Wuxi Site and Shanghai Site.

ABOUT THIS REPORT

INDICATORS SELECTION (Continued)

Consistency: WuXi XDC will adopt a consistent approach to data disclosure and data comparison across time periods covered by the report, and will note the changes in statistical methods and key performance indicators and any other relevant factors affecting a meaningful comparison.

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

DATA SOURCE AND RELIABILITY ASSURANCE

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

CONFIRMATION AND APPROVAL

As confirmed by the management, this Report was approved by the Board of Directors (the "Board") on March 23, 2026.

REPORT ACCESS

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