WuXi AppTec

2025 Sustainability Report





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About This Report

Overview

This report is the eighth Sustainability Report (formerly referred to as the environmental, social and governance report) issued by WuXi AppTec Co., Ltd. ("WuXi AppTec", "the Company", "Company ", "we") and reflects the performance of the Company and its subsidiaries in sustainability. This report is an annual report covering the work for the financial year from January 1st, 2025, to December 31st, 2025 (the "Reporting Period"), with some associated information that may be retroactive outside of the Reporting Period.

Basis of Preparation

This report has been prepared in accordance with the *Appendix C2 Environmental, Social and Governance Reporting Code of the Main Board Listing Rules* of the Stock Exchange of Hong Kong Limited (hereinafter referred to as the "Hong Kong Stock Exchange") and the *Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies-Sustainability Report (Trial)* issued by the Shanghai Stock Exchange.

Simultaneously, this report has been prepared in accordance with the *GRI Sustainability Reporting Standards (GRI Standards)*. It also aligns with the *United Nations Sustainable Development Goals (UN SDGs)*, the *Sustainability Accounting Standards Board (SASB) Standards*, the *Ten Principles of the United Nations Global Compact*, and the *International Financial Reporting Standards S2 Climate-related Disclosures*. The report is compiled based on the results of our materiality analysis.

Scope and Boundary

The policies and data presented in this report cover the Company and its subsidiaries, consistent with the Annual Report. All information and data disclosed in the report are derived from the Company's statistical reports and relevant documents.

Report Language

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

Report Verification

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

Confirmation and Approval

This report was confirmed by the Sustainability Committee, reviewed by the Strategy Committee, and approved by the Board of Directors on March 23, 2026, . The Board of Directors of the Company is responsible for the truth, accuracy and completeness of the report content and ensures that there are no misrepresentations or misleading statements in the report.

Message from the Chairman and CEO



Dear Stakeholders,

I am pleased to share WuXi AppTec's 2025 Sustainability Report.

At WuXi AppTec, we remain anchored in the principle of doing the right thing and doing it right. Enabling global innovators to translate bold ideas into life-saving treatments is our clearest expression of sustainability.

Over the past year, we continued to hold ourselves accountable to rigorous environmental, social, and governance standards as we expanded the capacity and capabilities of our global CRDMO platform. Every decision was guided by a clear aim — to serve our customers with greater quality, speed, and cost-efficiency in ways that are responsible and sustainable.

To ensure our operations are environmentally sustainable, socially impactful, and aligned with robust governance standards, we have developed practical methods to evaluate our performance against key sustainability metrics. In 2024, we joined the United Nations Global Compact (UNGC) to support its 10 sustainability principles — not merely as a written commitment, but as a guide for our daily practices. Over the past year, we have established science-based carbon reduction targets that were validated by the Science Based Targets initiative (SBTi), upheld high standards of business ethics, reviewed and optimized supply chain management, and enhanced employee wellbeing.

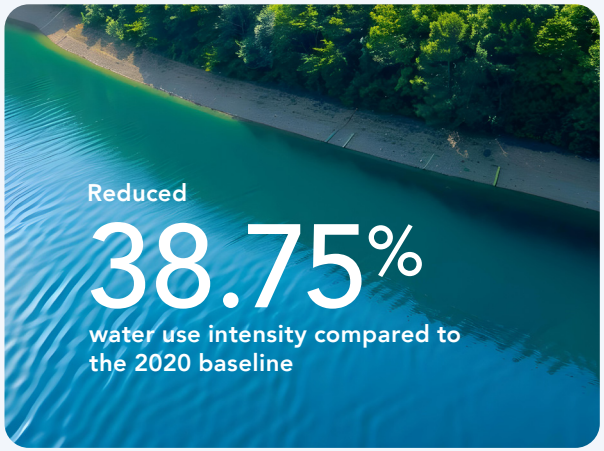
WuXi AppTec also hosted inspiring forums and innovation events around the world, bringing together leading voices to share insights and advance healthcare solutions for patients in need. Seeing more medicines we support reach patients, while continuing to contribute to the communities we serve, remains the true measure of our progress — as an enabler of innovation, a trusted partner, and an industry contributor.

We are deeply grateful and humbled by recognition from major global agencies. For the first time, we received MSCI's highest ESG rating "AAA", along with continued recognition from EcoVadis, CDP, S&P Global, FTSE, and ISS. While we take pride in these achievements, we recognize that fostering life-saving innovations for patients is an enduring journey — one we remain fully committed to as we celebrate 25 years of WuXi AppTec.

I invite you to read this report to learn more about our progress and how we are working to generate long-term value for our customers, shareholders and employees, as well as the broader communities we serve. Together, we are building a healthier and more sustainable world where "every drug can be made, and every disease can be treated."

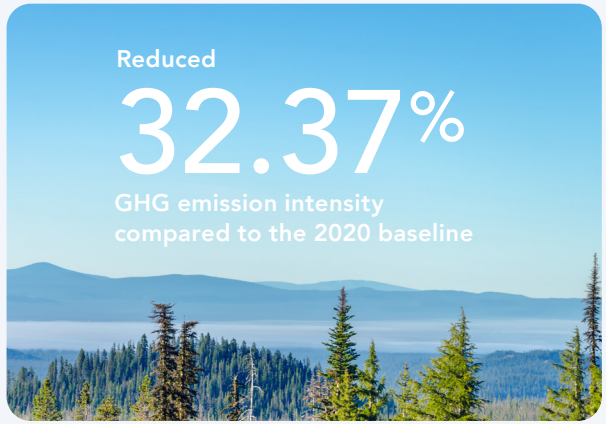
Ge Li, Ph.D.
Chairman and CEO of WuXi AppTec

2025 Sustainability Highlight Performance



34.21%
transition ratio to renewable electricity

100%
of main sites obtained ISO/IEC 27001 Information Security Management System certification



100%
of main sites obtained ISO 45001 Occupational Health and Safety Management System certification



60 information security audits conducted by global customers with zero critical finding

100%
of main sites obtained ISO 14001 Environmental Management System certification

2025 Sustainability Rating Performance & Global Recognition

Achieved MSCI's highest **"AAA"** rating for **the first time** in 2025; leadership ratings for five consecutive years

Awarded **"Gold"** rating in EcoVadis Sustainability Rating for two consecutive years

Improved to the highest **"A"** rating in CDP Climate Change in 2025 for **the first time**

Achieved **"A"** rating in CDP Water Security for two consecutive years

Included in the S&P Global **Sustainability Yearbook** for four consecutive years

The near-term GHG emissions reduction targets have been validated by **Science Based Target initiative**

Participant of the **United Nations Global Compact** for two consecutive years, supporting its ten sustainability principles

Became a **Supplier Partner** of the Pharmaceutical Supply Chain Initiative for two consecutive years

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

Awarded **"Prime"** Status in ISS ESG Corporate Rating for two consecutive years

About WuXi AppTec

WuXi AppTec is a trusted partner and contributor to the pharmaceutical and life sciences industries, providing R&D and manufacturing services that help advance healthcare innovation. With operations across Asia, Europe, and North America, we offer integrated, end-to-end services through our unique Contract Research, Development and Manufacturing Organization (CRDMO)[1] platform. We are privileged to work alongside partners across 30+ countries, supporting their efforts to bring breakthrough treatments to patients. Guided by our vision that every drug can be made and every disease can be treated, we are committed to advancing breakthroughs for patients — one collaboration at a time.

WuXi Chemistry

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

WuXi Testing

End-to-end comprehensive testing platform of drug R&D and testing, integrating Chemical Manufacturing and Controls (CMC)[2], Pharmacology, Drug Metabolism and Pharmacokinetics (DMPK)[3], Toxicology and Bioanalysis services into a complete "package", bringing research from Discovery to successful Investigational New Drug (IND)[4] and Beyond.

WuXi Biology

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

Others

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

Information on our financial performance and innovation & development can be found in our 2025 Annual Report.



Corporate Governance

System of Corporate Governance

Within our corporate governance structure, the general meeting of all shareholders of WuXi AppTec is the decision-making body. It exercises its authority through annual and extraordinary general meetings. Annual general meetings shall be convened once a year within six months from the end of the previous fiscal year. The functions of the general meeting include electing and replacing Directors, determining Directors' remuneration, and reviewing and approving the Board's reports, as well as the Company's profit distribution and loss recovery plans.

The Board of Directors is accountable to the general meeting and responsible for implementing its resolutions. It is also responsible for overseeing management, developing strategic plans, and monitoring their execution. We have established four committees under the Board of Directors: the Audit Committee, the Remuneration and Appraisal Committee, the Strategy Committee, and the Nomination Committee. These four committees are responsible for focusing on specific matters related to operation and management in detail. All stakeholders can download the terms of reference for shareholders, the Board of Directors and committees on the Shanghai Stock Exchange and Hong Kong Stock Exchange website or access the *WuXi AppTec Co., Ltd. Articles of Association* on our website.

At the same time, the Company has a CEO Office composed of senior executives. The CEO Office is responsible for the Company's operational management, organizing the implementation of Board resolutions and business plans, and reporting to the Board. Additionally, we have established an Executive Committee that assumes responsibility for operational management, encompassing decision-making on sustainability-specific matters, monitoring business performance, implementing the Company's strategic plan, and providing regular reports to the Chief Executive Officer.

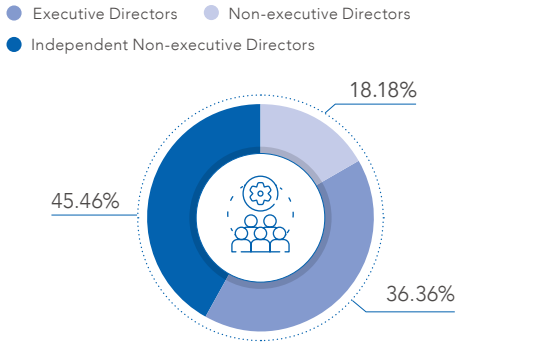
Corporate Governance Structure



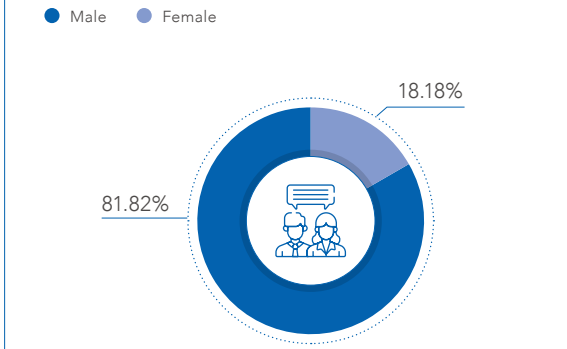
Board Structure

Directors are elected at annual general meetings for a three-year term. Directors are eligible for re-election upon expiry of their term of office, while the renewed term of office of independent non-executive Directors shall not exceed six years. During the Reporting Period, our Board of Directors consisted of four executive Directors, two non-executive Directors, and five independent non-executive Directors.

Number of Directors by Type



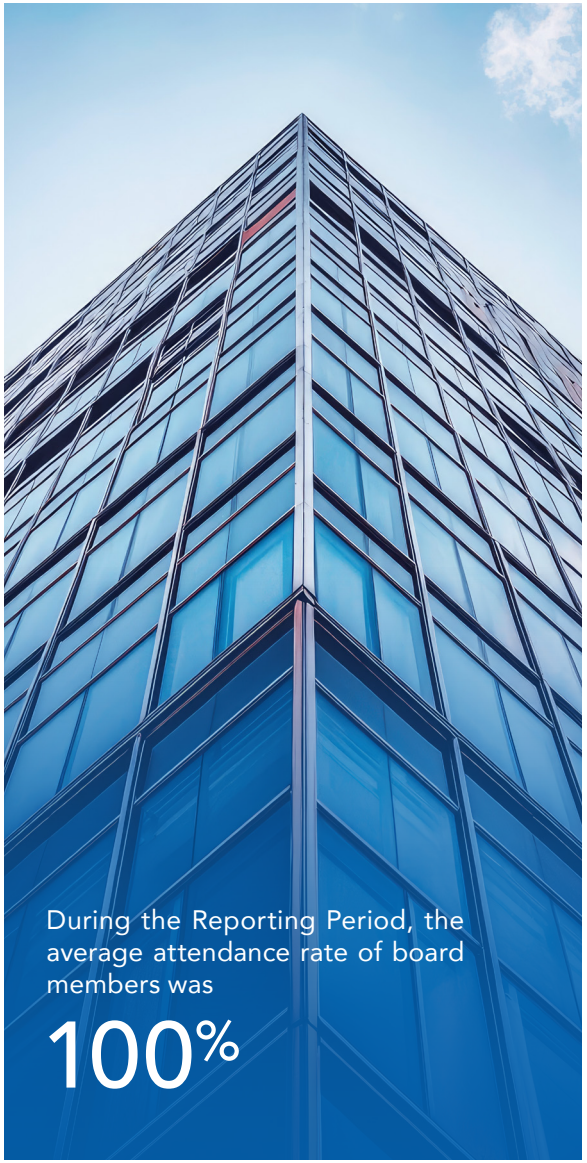
Number of Directors by Gender



In selecting individuals to serve on the Board, we aim to bring more diverse expertise and backgrounds to the Board to optimize its performance. We have implemented the *Board Diversity Policy* that aligns with the *WuXi AppTec Co., Ltd. Articles of Association* and other relevant regulations. Our selection criteria encompass a range of diversity metrics, including but not limited to gender, age, cultural background, and ethnicity. In addition, we carefully consider candidates' educational background, professional experience, skills, knowledge and length of service to support a balanced approach.

All 11 incumbent Directors are highly experienced professionals with expertise in various fields, including life science and chemistry, risk management, accounting, and law. Six of our Directors hold doctoral degrees, further highlighting the depth of knowledge and expertise within our Board.

We continuously enhance the governance effectiveness of the Board of Directors through ongoing training and development. All Directors participate in compliance training covering securities market regulations, corporate policies and codes of conduct. During the Reporting Period, the Board of Directors attended a total of eight relevant training sessions. To strengthen Board accountability, we have established a self-evaluation process to through which Directors provide feedback on their individual performance and the functioning of the entire Board. Independent Directors submit annual performance reports, and the Board publishes an annual work report.



Type and Position	Name	Gender	Independent		Expertise			
			of Management[5]	of Other Interests[6]	Industry Professionals[7]	Risk Management	Accounting	Law
Chairman, Executive Director, Chief Executive Officer	Ge Li	Male	No	No	✓			
Executive Director, Co-chief Executive Officer	Minzhang Chen	Male	No	Yes	✓			
Executive Director, Co-chief Executive Officer	Steve Qing Yang	Male	No	Yes	✓			
Executive Director, China Chief Operating Officer, Executive Vice President	Zhaohui Zhang	Male	No	No	✓			
Non-executive Director	Xiaomeng Tong	Male	Yes	Yes		✓	✓	
Non-executive Director	Yibing Wu	Male	Yes	Yes		✓		
Independent Non-executive Director	Christine Shaohua Lu-Wong	Female	Yes	Yes	✓	✓	✓	
Independent Non-executive Director	Wei Yu	Male	Yes	Yes	✓	✓		
Independent Non-executive Director	Xin Zhang	Male	Yes	Yes			✓	
Independent Non-executive Director	Zhiling Zhan	Female	Yes	Yes				✓
Independent Non-executive Director	Xuesong Leng	Male	Yes	Yes		✓		

Risk Management

Risk Governance

WuXi AppTec adopts an enterprise-wide risk management framework and embeds risk management into business operations across the Company. The framework operates at multiple organizational levels, promotes cross-functional coordination, and preserves the functional independence of each business unit. It supports timely risk identification, independent oversight and effective risk control, and strengthens operational resilience and long-term sustainable development.

- **The Board of Directors:** Oversees the Company's risk management and the effectiveness of internal control systems.
- **Audit Committee:** Monitors and manages the Company's overall risks related to the business operations.
- **Executive Committee:** Sets risk management strategy, allocates resources and provides overall oversight of key risk management activities.
- **Business unit management teams:** Act as front-line risk owners and carry out day-to-day risk management, including risk identification and assessment, implementation of control measures, and regular reporting across key risk categories.
- **Independent audit functions:** Provide independent and objective assurance on the effectiveness of risk management, internal control, and governance processes.

Under WuXi AppTec's risk governance framework, we foster a risk-aware culture in which all employees are encouraged and expected to identify and report risks. Clear accountability is defined for specific roles at each organizational level. To reinforce this commitment, risk-related Key Performance Indicators (KPIs)[8], including those covering compliance, occupational health and safety (OHS)[9], labor and human rights, and other material risk areas, are incorporated into individual performance assessments. The weighting of these KPIs is differentiated based on each role's risk exposure and responsibilities.

Risk Management Process

WuXi AppTec continuously optimizes its risk management process to enhance effectiveness and efficiency, strengthen business resilience, and support stable business growth. Under the oversight of the risk and compliance functions, business units and operational teams manage day-to-day risks based on assessed risk levels, while independent audit functions review the effectiveness of the overall risk management process. The process applies across the Company and ensures that risks are identified in a timely manner, systematically analyzed and assessed, and addressed through appropriate controls and mitigation measures.

In addition, the Company reviews its risk exposures in response to internal and external conditions at least twice annually to ensure that its risk appetite and related mitigation measures and controls remain appropriate. The process enables the Company to systematically manage complex risks and achieve strategic business objectives.





Risk Identification

At WuXi AppTec, risk management is embedded as a fundamental element in every business process. Every business unit and operational team bears their responsibility for risk identification in their daily operations. Guided by the Company-wide risk taxonomy and through methods such as interviews and scenario analysis, risk owners identify existing and potential key risks related to compliance, operations and business continuity as part of the annual risk identification process.

In addition, leveraging our integrated risk monitoring system, key risks are constantly monitored at site level, with records and evidence generated to support company-wide risk identification.

Risk Analysis and Assessment

To ensure comprehensive and resilient risk management, we systematically assess the likelihood and potential consequences of each risk category. We further utilize tools such as stress testing and cross testing to evaluate the potential financial and non-financial impact for employees, facilities, systems and business under extreme scenarios. Expert judgement is subsequently applied to validate and calibrate the assessment results and to determine risk management priorities. These outcomes guide resource allocation and the design of targeted risk response measures.

Risk Mitigation and Control

Based on the results of risk assessments, we formulate effective risk mitigation and control strategies at the site, business unit, and operational levels, ensuring risk exposures remain within the Company's defined risk appetite.

To ensure the effective implementation of risk mitigation and controls, each site assigns at least one individual responsible for overall risk control, with responsibility for translating assessment results into actionable management measures in a timely manner. In addition, annual risk response drills are conducted at main sites to test and strengthen emergency preparedness. A business continuity and recovery plan is in place to support timely and coordinated emergency response, thereby enhancing the overall business continuity capability.

We conduct periodic internal and external audits to assess the effectiveness and reliability of the risk management system. Identified deficiencies are addressed through timely corrective actions, and audit findings are reported to management to support ongoing refinement of risk response measures. This process supports the continuous improvement of the Company's risk management system.

Risk Information and Communication

Our employees are a core pillar of effective risk management. The effectiveness of the Company's risk management framework depends on employees' risk awareness, responses in critical situations and execution capabilities. To holistically strengthen organizational capabilities, we have established a comprehensive development program encompassing foundational training on end-to-end risk management processes, scenario-based simulations for decision-making and cross-functional communication, and on-site drills to test response mechanisms in controlled settings. This program cultivates agile, coordinated risk management competencies throughout relevant departments.

We provide comprehensive training sessions and drills to employees at multiple levels across relevant departments on a regular basis to ensure their response capability and the efficiency of risk management practices. Building on this competency foundation, non-executive directors and executive directors participate in targeted development programs focused on regulatory developments and role-specific expertise. Through briefings on evolving compliance requirements and emerging regulatory expectations, with sessions delivered by external experts on industry risks and governance practices, directors strengthen their ability to provide informed oversight of material risks.

Our integrated risk monitoring system uses cross-functional platforms to collect and analyze data from multiple sources and to identify and communicate key risks across the organization. These systems maintain complete audit trails and support efficient data and knowledge sharing, strengthening enterprise-wide risk awareness. To encourage proactive participation, the Company operates formal reporting channels that allow employees to report potential risks and propose mitigation measures based on their operational experience. The risk and compliance functions work with business units to verify reported issues and assess potential impacts across the organization. This approach supports a shift from responding to individual incidents to prevent interconnected and systemic risks. Concurrently, our recognition and rewards programs acknowledge employees who make significant contributions to risk management through incentives such as internal promotions, collectively supporting sustainable value preservation.

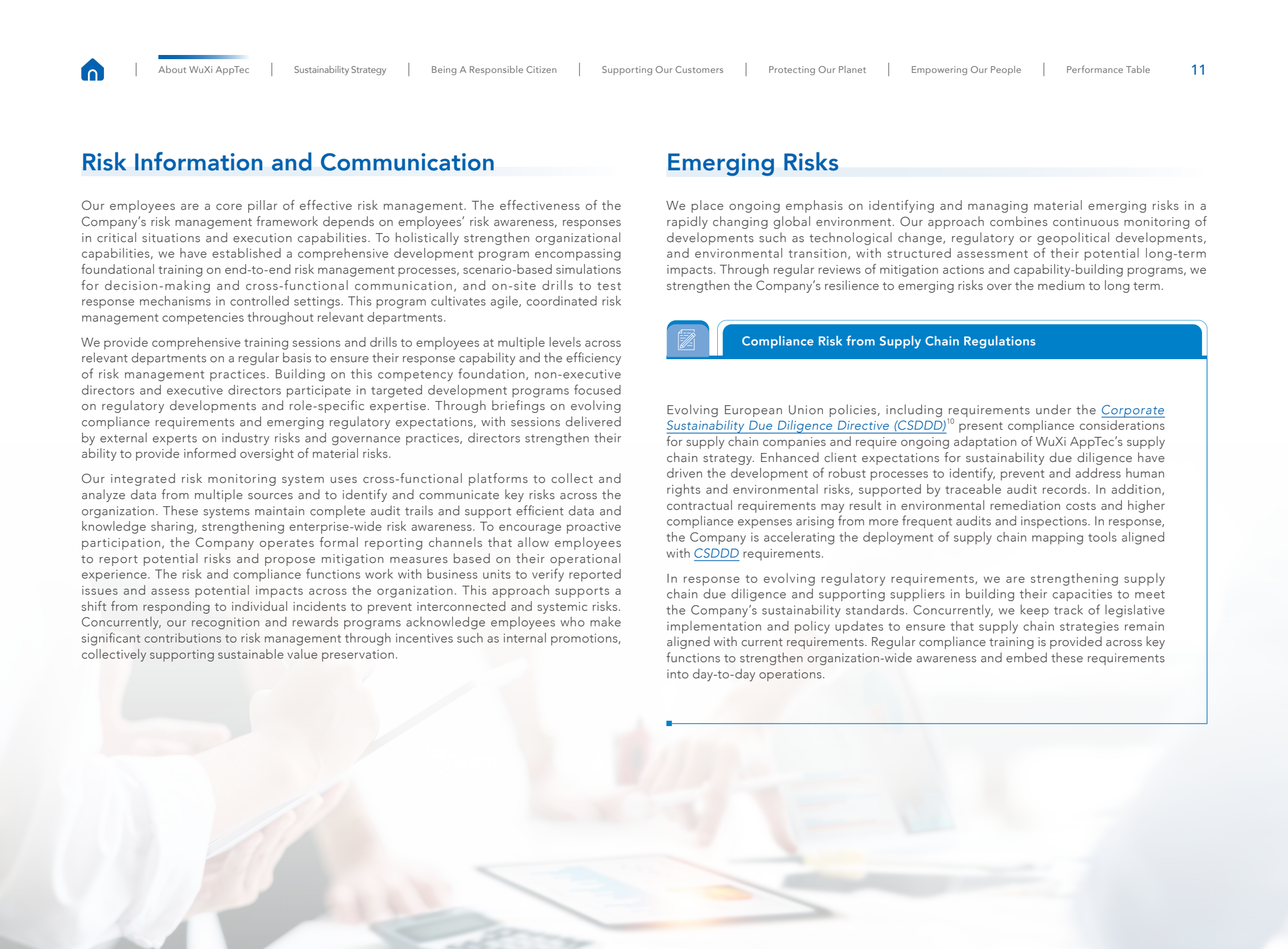
Emerging Risks

We place ongoing emphasis on identifying and managing material emerging risks in a rapidly changing global environment. Our approach combines continuous monitoring of developments such as technological change, regulatory or geopolitical developments, and environmental transition, with structured assessment of their potential long-term impacts. Through regular reviews of mitigation actions and capability-building programs, we strengthen the Company's resilience to emerging risks over the medium to long term.

Compliance Risk from Supply Chain Regulations

Evolving European Union policies, including requirements under the *Corporate Sustainability Due Diligence Directive (CSDDD)*[10] present compliance considerations for supply chain companies and require ongoing adaptation of WuXi AppTec's supply chain strategy. Enhanced client expectations for sustainability due diligence have driven the development of robust processes to identify, prevent and address human rights and environmental risks, supported by traceable audit records. In addition, contractual requirements may result in environmental remediation costs and higher compliance expenses arising from more frequent audits and inspections. In response, the Company is accelerating the deployment of supply chain mapping tools aligned with *CSDDD* requirements.

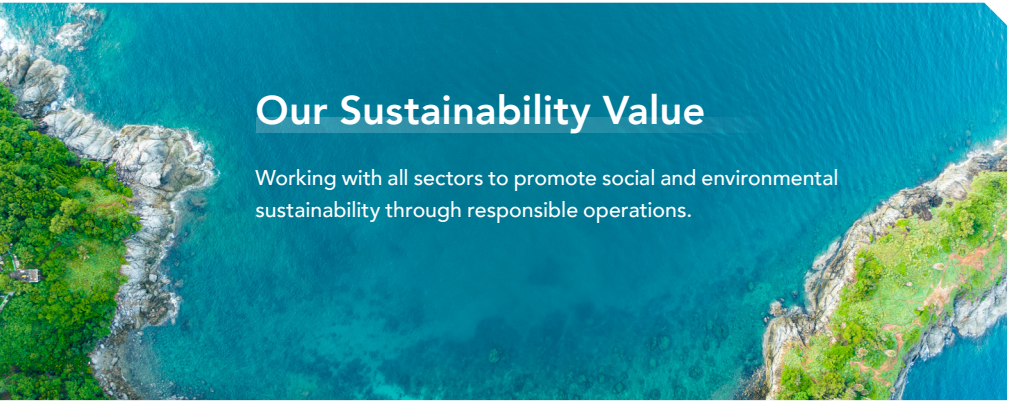
In response to evolving regulatory requirements, we are strengthening supply chain due diligence and supporting suppliers in building their capacities to meet the Company's sustainability standards. Concurrently, we keep track of legislative implementation and policy updates to ensure that supply chain strategies remain aligned with current requirements. Regular compliance training is provided across key functions to strengthen organization-wide awareness and embed these requirements into day-to-day operations.



Sustainability Strategy

WuXi AppTec's mission is "Through a global CRDMO enabling platform, we help our customers and partners discover, develop and manufacture pharmaceuticals and healthcare products to benefit patients globally." To fulfill our responsibilities as a participant in the life sciences ecosystem and a global corporate citizen, and to support the global transition toward sustainable development, we have elevated sustainability to a strategic priority and established a comprehensive sustainability framework. This framework systematically articulates our core sustainability value proposition, encompassing responsible operations, the development of an integrated enabling platform, the promotion of employee growth and community co-development, and the advancement of environmental sustainability. These principles inform the Company's materiality assessment process, through which sustainability topics that are relevant to external stakeholders or present material risks and opportunities for sustainability are identified. The resulting material topics are integrated into the Company's strategic pillars and aligned with the *United Nations Sustainable Development Goals (UN SDGs)*[11] providing long-term direction for sustainability actions.

During the Reporting Period, 13 material topics[12] were mapped to the Company's four interconnected strategic pillars — Being a Responsible Citizen, Supporting Our Customers, Protecting Our Planet, and Empowering Our People. Based on the core focus of each pillar, the Company developed targeted management strategies and measurable sustainability objectives for the related material topics.





Pillars	Commitments & Goals	Key Actions & Performance	UN SDGs Alignment
Being A Responsible Citizen	**We are committed to:** Acting with integrity and ethics to be a trusted and responsible corporate citizen across our operations. **And we aim to:** Provide annual training on the *Code of Business Conduct* and anti-corruption and bribery for all employees, maintaining a completion rate of over 95%. Achieve ISO/IEC 27001 Information Security Management Systems certification at 100% of main sites by 2030.	• We have participated in the *United Nations Global Compat (UNGC)*[13] for two consecutive years, supporting its ten principles. • We developed an annual training plan on *Code of Business Conduct* and anti-corruption and bribery, covering all employees (including part-time and contractors), with a training completion rate of 96.21% in 2025. • In 2025, 100% of our main sites have obtained ISO/IEC 27001 Information Security Management Systems certification.	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Supporting Our Customers	**We are committed to:** Delivering excellence in service and customer experience to our partners worldwide through our integrated platform to benefit patients in need. **And we aim to:** Provide annual training for procurement personnel related to sustainable procurement, with a completion rate of 100% by 2030.	• We have been a *Supplier Partner* of the *Pharmaceutical Supply Chain Initiative (PSCI)*[14] for two consecutive years. • We have been awarded Global CRDMO Company of the Year by Frost & Sullivan for the ninth consecutive year. • In 2025, we achieved a 100% completion rate in training for procurement personnel related to sustainable procurement at all main sites.	17 PARTNERSHIPS FOR THE GOALS
Protecting Our Planet	**We are committed to:** Integrating environmental stewardship throughout our operations, continuously advancing environmental protection measures, and collaborating with stakeholders to jointly advance sustainable ecological development and foster resilient ecosystems. **And we aim to:** Reduce absolute Scope 1 and Scope 2 Greenhouse Gas (GHG)[16] emissions by 42% by 2030 from a 2024 base year. Reduce absolute Scope 3[17] GHG emissions by 25% by 2030 from a 2024 base year. Achieve a 25% GHG emissions intensity reduction by 2030 compared to the 2020 baseline. Achieve 25% energy consumption intensity reduction by 2030 compared to the 2020 baseline. Achieve 30% water use intensity reduction by 2030 compared to the 2020 baseline. Achieve a minimum 50% recycling rate for regulated hazardous waste at Active Pharmaceutical Ingredient (API)[18] manufacturing sites by 2030. Achieve ISO 14001 Environmental Management Systems certification at 100% of main sites by 2030.	• In 2025, our near-term GHG emissions reduction targets have been validated by the *Science Based Targets initiative (SBTi)*[15] . • In 2025, we reduced 13.68% absolute Scope 1 and Scope 2 GHG emissions compared to the 2024 baseline. • In 2025, we reduced 32.37% GHG emissions intensity compared to the 2020 baseline. • In 2025, we reduced 11.84% energy consumption intensity compared to the 2020 baseline. • In 2025, we reduced 38.75% water use intensity compared to the 2020 baseline. • In 2025, we achieved a recycling rate of over 50% for hazardous waste at API manufacturing sites. • In 2025, 100% of our main sites have obtained ISO 14001 Environmental Management Systems certification.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION 15 LIFE ON LAND
Empowering Our People	**We are committed to:** Fostering a safe, healthy, and inclusive workplace, supporting our people's growth and development, and acting on social responsibility to create sustainable value. **And we aim to:** Ensure that more than 30% of female candidates reach the interview stage for positions at the director level and below, in managerial roles hired in the China region through 2026. Achieve ISO 45001 Occupational Health and Safety Management Systems certification at 100% of main sites by 2030.	• In 2025, the proportion of female candidates entering the interview stage for managerial positions at the director level and below in China was 45.80%. • In 2025, 100% of our main sites have obtained ISO 45001 Occupational Health and Safety Management Systems certification. • We actively engage in community development, contributing RMB 2,870,000 to global philanthropy in 2025.	3 GOOD HEALTH AND WELL-BEING 5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH

Sustainability Governance

A comprehensive sustainability governance structure is cornerstone for us to steadily and effectively embed sustainability management strategies into business operations. In accordance with the *Terms of Reference Strategy Committee of the Board of Directors*, the Strategy Committee is responsible for assessing and reviewing policies and strategies concerning the Company's sustainable development, overseeing the progress of initiatives related to the Company's sustainable development, and reviewing the Company's sustainability report. Our *Sustainability Committee Charter* outlines the Sustainability Committee's constitution, reporting procedures and frequency of meetings responsibilities, and authorities, furnishing institutional guidance for overseeing, implementing, and advancing sustainability-related initiatives. Additionally, we have established a Sustainability Office to execute the action plans and coordinate the Sustainability Working Group to collectively implement our sustainability initiatives.

The Company regularly convenes Sustainability Committee meetings to monitor and assess the implementation of sustainability strategies, review key priorities and progress on sustainability initiatives, and provide regular updates to the Board. During the Reporting Period, the Board conducted three reviews of sustainability-related matters, including assessing and reviewing newly introduced sustainability strategies and policies, attainment of environmental goals (including targets related to energy consumption, carbon emissions, waste management, water resources, etc.), and other critical sustainability matters.

WuXi AppTec employs quantitative metrics to assess the effectiveness of its sustainability management and engages independent third parties to validate their comprehensiveness and accuracy. Specifically, we have incorporated pertinent quantitative sustainability indicators, as well as third-party sustainability ratings, into the evaluation criteria for the sustainability executive management team's compensation structure since 2020. In accordance with our internal policies, the management team's performance is evaluated annually against the progress of our sustainability commitments and goals, with incentive mechanisms in place to recognize and reward contributions to the Company's sustainability management.

Furthermore, we provided annual sustainability training to all employees to enhance their comprehension of the Company's sustainability management strategies and initiatives.

Board of Directors and Strategy Committee

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

Sustainability Committee

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

Sustainability Office and Sustainability Working Group

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

Relevant Department

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

WuXi AppTec's Sustainability Governance Structure

WuXi AppTec's Board of Directors Statement on Sustainability

Responsibilities of the Board of Directors

The Board of Directors is accountable for overseeing, guiding, and reviewing WuXi AppTec's sustainability initiatives. The Strategy Committee is accountable to the Board. The Board delegates authority to the Strategy Committee to assess and review policies and strategies concerning the Company's sustainable development, oversee the progress of initiatives related to the Company's sustainable development, and review the Company's sustainability report. The Strategy Committee is composed of five directors, which includes the chairman of the Company. The members of the Strategy Committee is nominated by the chairman of the Company and elected by the Board.

Materiality Management

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

Sustainability Risk Management

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

Execution of Sustainability Matters

The Sustainability Committee regularly discusses and reviews sustainability objectives, sustainability performance, and emerging sustainability trends. The Committee coordinates resources within the Company to support the implementation of sustainability plans and submits any proposed actions to the Board and the Strategy Committee for approval. The Sustainability Office and sustainability working group collaborate to ensure that relevant policies and objectives are effectively applied across all relevant departments. All functional departments implement the Company's sustainability management strategies in their day-to-day operations, thereby enhancing the Company's overall sustainability performance.

Materiality Assessment

Materiality Assessment Process

Adhering to the requirements set forth in *Appendix C2 of The Listing Rules-Environmental, Social and Governance Reporting Code* published by the Hong Kong Stock Exchange, the *Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies — Sustainability Report (Trial)* issued by the Shanghai Stock Exchange, and the *GRI Standards*, the Company has established a pool of topics and conducts a double materiality assessment annually to evaluate the impact materiality and financial materiality of each topic. Our materiality assessment process is as follows:

Step 1
Analysis of business context

- Map the Company's value chain based on internal operations and business relationships.
- Assess the external operating environment by reviewing current policy trends, global disclosure standards, and key capital market rating expectations.
- Identify key internal and external stakeholders of the Company.

Step 2
Development of the topic list

- Engage with stakeholders to analyze WuXi AppTec's business context and refine the topic pool accordingly.
- Define impact time horizons in line with the Company's strategy and resource planning, including short-term (1 year), medium-term (2-5 years), and long-term (≥6 years).
- Assess the actual and potential impacts, risks and opportunities associated with sustainability topics across the defined time horizons, based on input from internal and external stakeholders.

Step 3
Double materiality assessment

- Engage internal and external stakeholders to define topic attributes and apply a structured scoring approach based on impact materiality factors (likelihood, scale, scope and irremediability) and financial materiality factors (likelihood and magnitude of financial impact) to determine the double materiality of each topic.
- Consolidate impact and financial assessment results and invite internal and external experts to review the assessment process and outcomes. Based on expert input, the results are refined and topic priorities are presented in a materiality matrix.

Step 4
Final confirmation and approval of topics

- The results of the double materiality assessment are reviewed and confirmed annually by the Sustainability Committee, and then submitted to the Board and the Strategy Committee for approval.
- Financially material topics are disclosed in line with the Governance–Strategy–Impacts, Risks and Opportunities Management –Sustainability Goals and Performance.

Materiality Assessment Process

Stakeholder Engagement

Stakeholder input is an important basis for identifying and assessing material sustainability topics. We systematically integrate diverse stakeholder perspectives into the design and implementation of our materiality assessment process, ensuring that both business context and external expectations are appropriately considered.

WuXi AppTec applies a comprehensive stakeholder identification methodology in accordance with the *AA1000 Stakeholder Engagement Standard (AA1000SES)*[19]. Stakeholders are identified mainly based on our businesses and operations as well as industry experience and practices.

Stakeholders are evaluated and prioritized considering factors such as the potential impact on or by the Company's operations, their level of influence, and the nature of their relationship with WuXi AppTec. This evaluation enables the Company to refine each stakeholder's level of engagement in a timely manner and appropriately calibrate the weighting of stakeholder input in materiality assessments.

To support meaningful engagement, the Company identifies stakeholder needs and maintains appropriate communication channels for stakeholders to raise views and concerns. The Company also provides clear and balanced information to support stakeholders' understanding of the assessment context and enable informed and objective input.

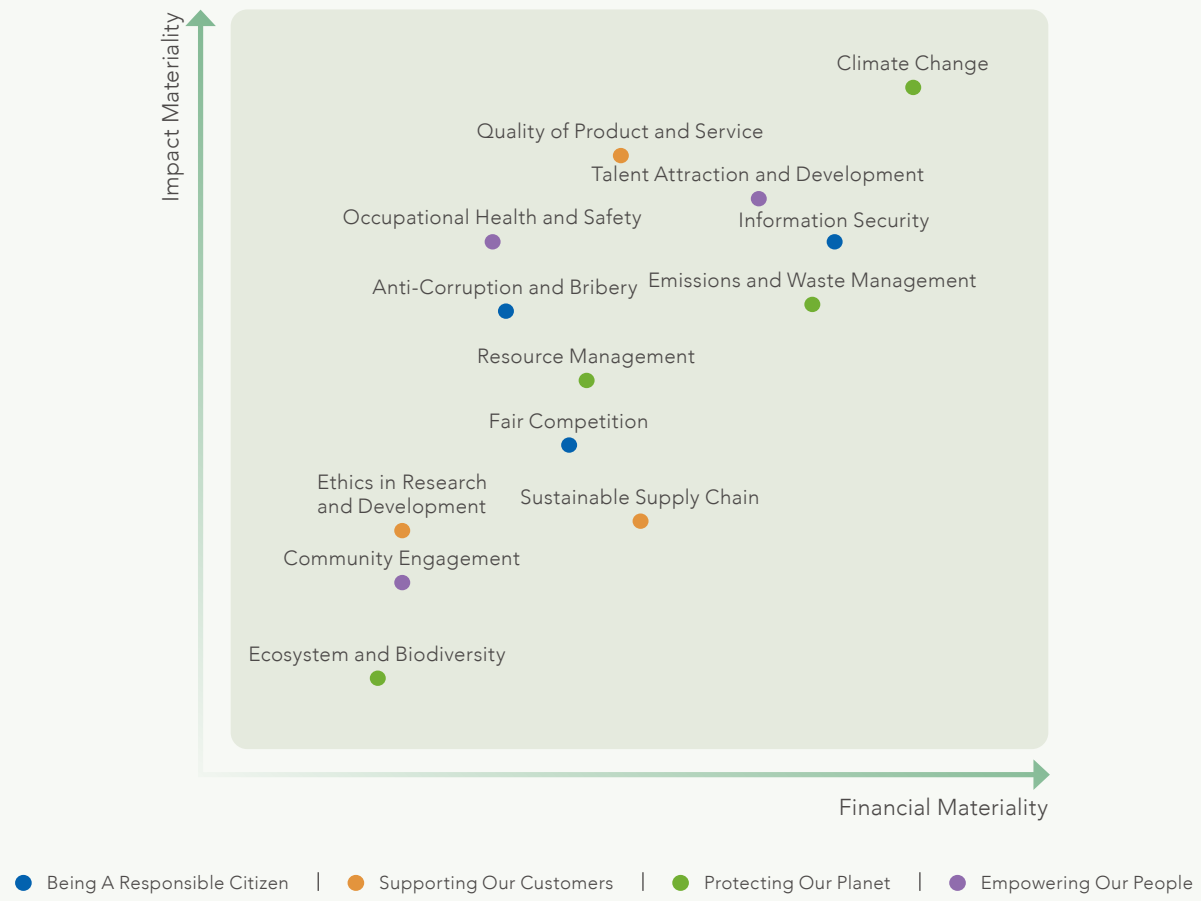
Stakeholders	How do we engage	What do we discuss
Government and Regulator	• Institutional investigation • Formal regulatory engagement • Standard and mechanism implementation • Information disclosure	• Climate change • Community engagement • Resource management • Quality of product and service • Anti-corruption and bribery • Emissions and waste management • Occupational health and safety
Customer	• Customer research • Technology seminars • Customer service hotline • Customer satisfaction surveys	• Climate change • Sustainable supply chain • Talent attraction and development • Quality of product and service • Emissions and waste management • Anti-corruption and bribery • Information security
Shareholder and Investor	• Shareholders' meetings • Information disclosure • Roadshows	• Climate change • Anti-corruption and bribery • Sustainable supply chain • Emissions and waste management
Employee	• Policy releases • Management meetings and employee meetings • Internal online communication platform • Employee training • Employee activities • Employee Management Committee	• Information security • Quality of product and service • Anti-corruption and bribery • Occupational health and safety • Talent attraction and development

Stakeholders	How do we engage	What do we discuss
Supplier	• Supplier assessment • Supplier communication and training	• Quality of product and service • Sustainable supply chain • Information security • Anti-corruption and bribery • Climate change
Community and the General Public	• Volunteer services • Community events • Visits and interviews • Industrial forums	• Anti-corruption and bribery • Information security • Quality of product and service • Occupational health and safety • Sustainable supply chain • Climate change • Emissions and waste management • Talent attraction and development • Resource management • Community engagement
Natural Environment	• Regular inspection and monitoring	• Climate change • Resource management • Emissions and waste management • Ecosystem and biodiversity
Academic Institution Rating Agency External Expert	• Methodology review and technical exchange • Participation in academic conferences and industry seminars • Questionnaire surveys and data verification • External assessment and rating communication	• Occupational health and safety • Emissions and waste management • Anti-corruption and bribery • Fair competition

Materiality Assessment Results

In accordance with the Company's materiality assessment process, we updated the double materiality matrix during the Reporting Period based on assessment results approved by the Sustainability Committee. Fully acknowledging the impact of our material topics on business development, the Company has integrated sustainability risk management into its risk management process, continuously optimized its management strategies and refined approaches to respond to fast-changing business and regulatory requirements and meet the expectations of our stakeholders. We have enhanced our management processes to ensure effective management of the 13 material topics identified this year. Regarding the four material topics with financial materiality – namely *Information Security*, *Climate Change*, *Emissions and Waste Management*, and *Talent Attraction and Development* – this Report is organized according to the framework of Governance – Strategy – Impacts, Risks and Opportunities Management – Sustainability Goals and Performance.





BEING A **RESPONSIBLE CITIZEN**

Acting with integrity and ethics to be a trusted and responsible corporate citizen across our operations.

Sustainability Topics

- Anti-Corruption and Bribery
- Fair Competition
- Information Security

Relevant United Nations Sustainable Development Goals





Our Governance

WuXi AppTec has established a business ethics management structure comprised of the Board of Directors and the Audit Committee, the Executive Committee, the Internal Audit Department and a compliance management task force from each business and operation unit. This framework is responsible for formulating business-ethics management strategies, continuously maintaining and improving the Company's business ethics management system and ensuring that the Company's operations and decision-making comply with ethics standards and regulatory requirements. Each business and operation unit takes the initiative to conduct business ethics risk management, promptly identifying, assessing, controlling, and mitigating potential risks. This provides information for the formulation and enhancement of the Company's overall business ethics management strategy and promotes a corporate culture of ethics and compliance.

Our Approach

In accordance with the *Code of Business Conduct* and a comprehensive business ethics and compliance framework, we employ a range of management practices aimed at proactively addressing business ethical and compliance risks. We maintain high standards of business integrity through ongoing training and communication, conducting effective ethical and compliance risk assessments and audits, and upholding a transparent reporting system.

2025 Highlight Performance



Joined the **United Nations Global Compact** for two consecutive years

100 %

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

60

information security audits conducted by global customers with zero critical finding

Anti-Corruption and Bribery

Why It Matters

Amid tightening global anti-corruption and bribery regulations, WuXi AppTec has strengthened our governance and control to proactively manage compliance risks and bolster trust among customers and key stakeholders. These efforts are essential to upholding the integrity of our operations and providing sustainable, reliable value to those who depend on us.

Our Governance

Our Audit Committee of the Board of Directors serves as the highest authority responsible for overseeing anti-corruption and bribery matters. The Audit Committee, comprised entirely of independent directors, monitors the applicability and effectiveness of the Company's anti-corruption and bribery standards and assesses and addresses corruption and bribery risks. The Internal Audit Department, acting as an independent functional department, is responsible for the establishment and enhancement of our anti-corruption and bribery management policies, the continuous assessment and management of corruption and bribery risks, and performing regular internal audits across all sites to ensure the work of compliance management teams in each department is effectively implemented. The Internal Audit Department regularly reports to the Audit Committee and the Executive Committee on identified corruption and bribery risks, non-compliance matters, and related issues. Each business and operation unit leader is responsible for ensuring strict compliance with our anti-corruption and bribery policies in their respective departments.

To strengthen management effectiveness, anti-corruption and bribery related metrics have been integrated into the performance appraisal system of the Executive Committee and department leaders.

Our Commitment

As a member of the *United Nations Global Compact (UNGC)*, WuXi AppTec pledges to fully implement the *Ten Principles of the UNGC*. We strictly forbid any form of corruption or bribery and comply with all anti-corruption and bribery laws and regulations in the countries and regions where we operate. Meanwhile, we require our suppliers to comply with the same high standards. We are dedicated to maintaining compliant and orderly business operations, ensuring steady progress in a fair market.



Our Approach

Ethics and compliance serve as a fundamental part of our efforts toward building trust and confidence with our stakeholders, including employees, customers and suppliers. Based on the Company's mission and values, and laws and regulations in countries and regions where it operates, we established the *Code of Business Conduct* as an ethical guideline for the Company's business activities. Furthermore, we have developed anti-corruption and bribery policies, which set the standards for ethical and compliance behavior in interactions with government and regulatory authorities, customers, and suppliers, including topics such as bribery, illegal kickbacks, and in appropriate gifts. We also provide detailed content and guidance on acceptable behaviors and approval procedures.

Our *Supplier Code of Conduct* provides a framework and guidance for suppliers to understand the standards, responsibilities and our expectations regarding anti-corruption and bribery, and conflict of interest.

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

Bribery:

Refers to acts where a business operator secretly provides valuable items or other benefits to relevant personnel of the trading party or other people who can influence the transaction, for the purpose of securing transaction opportunities or competitive advantages, thereby obtaining an unfair advantage in obtaining or retaining any business.

Conflicts of Interest:

Refers to a conflict that occurred or may occur between an employee's personal interests and the interests of the Company, or a conflict between an employee's personal interests and his or her job responsibilities.

Facilitation Payments:

Employees shall not engage in any form of bribery to government officials, such as paying "facilitation payments" and "benefit fees." Facilitation payment refers to small payments to government officials with the intent to expedite or guarantee the execution of their pre-existing duties. Fees paid in accordance with the announced standards of administrative or judicial authorities and for which a receipt or invoice is obtained are not defined as facilitation payments.

Assessment and Audit

WuXi AppTec adopts a proactive approach to anti-corruption and bribery risk management. We establish various anti-corruption and bribery risk assessment methods to identify and mitigate corruption and bribery risks from multiple perspectives in a timely manner. The Internal Audit Department conducts regular risk identification to establish a corruption and bribery risk database, based on factors such as changes in laws and regulations, inquiries, reports, and findings from inspections and audits. We conduct regular internal assessment and audits, annual third-party external audits, and supplier due diligence, covering all new and existing business lines, sites and suppliers.

Managing potential conflicts of interest is a key part of our risk management strategy. We monitor conflicts of interest in our anti-corruption and bribery processes. At the same time, we encourage our employees to understand, identify and report any conflicts of interest promptly, with guidance and support provided as needed. New employees must complete a conflict-of-interest declaration upon onboarding. Similarly, existing employees must submit a periodic declaration during their employment.

We encourage all employees to proactively identify potential risks of corruption and bribery during business operations and share compliance practices.



Corruption and bribery risk management

Internal audit

- The Internal Audit Department conducts regular assessments and annual internal audits to monitor the effectiveness and compliance of the anti-corruption and bribery policies and internal control system.
- We carry out specific audits for operations of new business lines and entities. Progress and outcomes are subject to the oversight of the Audit Committee.
- The results of our audits serve as a reference for bribery and corruption risk assessments and are used to drive continuous improvements in our management system.

Third-party external audit

- We engage a third party to conduct an annual audit as an independent review of the Company's business in accordance with the *Basic Standard for Enterprise Internal Control*. The review contents include ethics, corruption and bribery, and conflicts of interest.

Supplier due diligence

- We emphasize compliance with business practices among suppliers and have established mechanisms to remediate and follow up on identified noncompliance issues.
- We establish due diligence procedures for all suppliers to identify potential corruption risks. These procedures cover various aspects of our supply chain and business processes to prevent noncompliance, including bribery, illegal profit, and trade secrets leakage.
- Our working groups regularly assess and monitor new supplier compliance risks across various perspectives, including but not limited to financial audits, compliance audits, project audits, and anti-fraud investigations to ensure the continuity of our business.

During the Reporting Period, we, together with independent external third-party, conducted risk assessments and audits covering business ethics, anti-corruption and bribery, and conflicts of interest, to ensure transparency and accountability in the management of these key compliance areas. No confirmed cases of corruption, insider trading, or violations related to conflicts of interest were identified.

Incentives and Disciplinary Actions

We strictly prohibit any form of corruption and bribery. We integrate compliance into employee performance appraisal for key procurement positions. Any employee found to have violated anti-corruption and bribery laws or our internal policies will be subject to disciplinary action, including termination as per our internal standards. Additionally, based on the results of risk assessments and audits, suppliers found to have committed severe violations will be blacklisted, with their bidding eligibility suspended, and subject to penalties in accordance with relevant contract terms, regulations, and policies.

Whistleblowing Mechanism

We have established a comprehensive whistleblowing mechanism to encourage employees, suppliers, customers, and other stakeholders to report potential violations and to voice concerns in good faith.

In accordance with the *WuXi AppTec Whistleblowing Management Procedure*, we outline the necessary criteria, scope, investigation procedure, and safeguards for whistleblowers on our global reporting website. Our reporting channel enables anonymous submission of concerns from stakeholders through various channels.

Accept

- All stakeholders may use the reporting channels to report potential violations and to voice concerns regarding the *Code of Business Conduct*, the Company's policies, and other ethical or legal questions.
- Our Internal Audit Department is responsible for reviewing the reported violations or concerns and determining whether further investigation is needed.

Investigate

- If an investigation is initiated, resources will be allocated to facilitate the progress promptly and efficiently.
- We mandate a comprehensive confidential preliminary inquiry to protect all parties involved.

Response

- If the reported case is proven to be true, corrective actions will be taken as necessary. Depending on the circumstances, corrective and preventive steps might include training, counseling and/or disciplinary action up to and including termination of employment. All actions will be taken in accordance with applicable local law.

The Handling Process of Reported Case

Reporting Channels

Global Reporting Email:
InternalAudit@wuxiapptec.com

Global Reporting Website:
jubao.wuxiapptec.com

Global Reporting Hotline (7*24 hours):
1-877-342-0109
(Independent External Reporting Hotline)

We uphold the principle of non-retaliation, strictly prohibiting any form of retaliation against individuals who voice concerns. We maintain confidentiality regarding reports of potential violations and comprehensively safeguard the legitimate rights, interests, and information security of whistleblowers.

Prevent Retaliation

Our reporting website and hotlines do not disclose identifying information of the whistleblower, allowing for anonymous reporting, if desired by the reporting individual.

We conduct in-person conversations and investigations with the whistleblower. The Company will keep the personal information of the whistleblower and all reporting materials provided by the whistleblower confidential, and the investigator shall not disclose it to any other unrelated person unless necessary to properly investigate the case.

If it is verified that retaliation occurred, disciplinary actions will be taken against the personnel involved.

Trainings and Communications

WuXi AppTec provides annual training on several topics, including business ethics, anti-corruption and bribery and conflicts of interest, for all employees, including full-time employees, part-time employees, contractors and board members, with the objective of raising awareness of inappropriate behaviors linked to corruption and bribery. Following the training, each employee is required to complete a compliance exam. Furthermore, the Company organizes quarterly compliance sessions, during which we share the risks and preventive measures related to corruption with front-line personnel in each business unit, providing them with practical guidance on anti-corruption and bribery. These activities communicate the key elements of relevant anti-corruption and bribery regulations to all employees and continuously enhance their compliance awareness.

Annual Anti-Corruption and Bribery Training for Board Members

During the Reporting Period, we conducted annual anti-corruption and bribery training for all board members. The training covers the current anti-corruption and bribery landscape, the compliance responsibilities of board members, the U.S. *Foreign Corrupt Practices Act (FCPA)*[20], the UK *Bribery Act*, as well as our anti-corruption and bribery management practices. This training ensured that board members remained informed of global anti-corruption and bribery legal and regulatory frameworks and the latest risk management practices.

Sustainability Goals and Performance

Target

Provide annual training on the *Code of Business Conduct* and anti-corruption and bribery for all active employees, maintaining a completion rate of over 95%.

Progress

Developed an annual training plan on *Code of Business Conduct* and anti-corruption and bribery for all active employees (including part-time and contractors), with a training completion rate of 96.21% in 2025.

Fair Competition

Why It Matters

Robust fair competition compliance is critical to ensuring sustainable operations and effective risk prevention and control.

Our Commitment

WuXi AppTec upholds the principle of integrity in its operations and strictly complies with all fair competition laws and regulations applicable to our business activities.

Ethical Marketing

WuXi AppTec is committed to fostering a fair and transparent business environment and strictly prohibits any form of fraudulent conduct. We have established an *Ethical Marketing Policy* to manage and regulate the marketing practices of all employees, ensuring full compliance with applicable laws and regulations[21]. We have established a stringent review process, requiring that all marketing materials, including both promotional and non-promotional materials, be reviewed and approved by authorized management personnel at the Company prior to release.

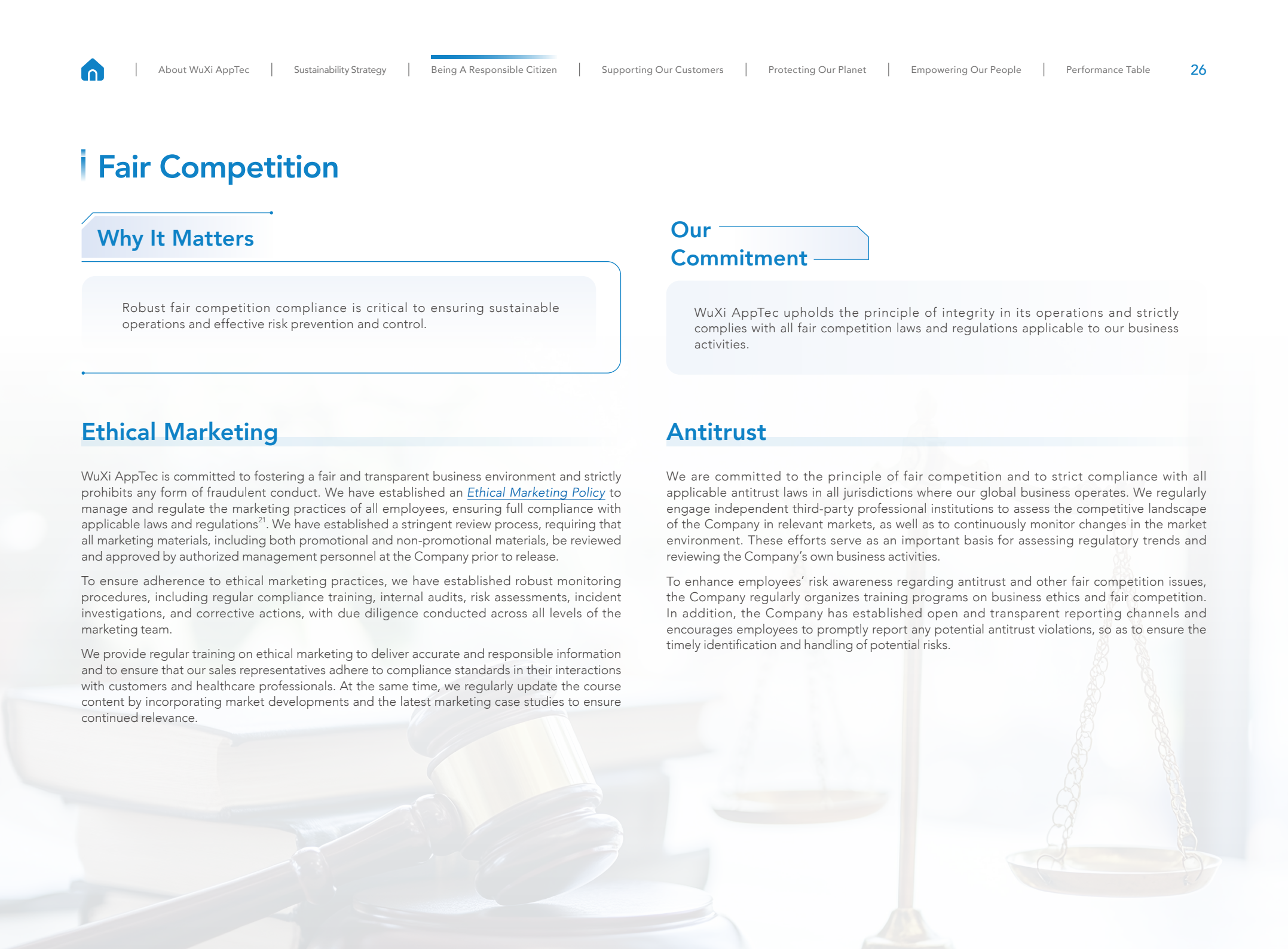
To ensure adherence to ethical marketing practices, we have established robust monitoring procedures, including regular compliance training, internal audits, risk assessments, incident investigations, and corrective actions, with due diligence conducted across all levels of the marketing team.

We provide regular training on ethical marketing to deliver accurate and responsible information and to ensure that our sales representatives adhere to compliance standards in their interactions with customers and healthcare professionals. At the same time, we regularly update the course content by incorporating market developments and the latest marketing case studies to ensure continued relevance.

Antitrust

We are committed to the principle of fair competition and to strict compliance with all applicable antitrust laws in all jurisdictions where our global business operates. We regularly engage independent third-party professional institutions to assess the competitive landscape of the Company in relevant markets, as well as to continuously monitor changes in the market environment. These efforts serve as an important basis for assessing regulatory trends and reviewing the Company's own business activities.

To enhance employees' risk awareness regarding antitrust and other fair competition issues, the Company regularly organizes training programs on business ethics and fair competition. In addition, the Company has established open and transparent reporting channels and encourages employees to promptly report any potential antitrust violations, so as to ensure the timely identification and handling of potential risks.



Information Security

Why It Matters

Rapid advances in digital technologies are profoundly reshaping the pharmaceutical and life sciences industries, driving intelligent transformation of R&D and operational models. While improving efficiency and accelerating innovation to better meet customer needs, these advancements also increase information security challenges, including cybersecurity threats, privacy information vulnerabilities, and intellectual property (IP)[22] protection. Hence, strengthening information security management has become a critical foundation for sustainable transformation.

Our Commitment

WuXi AppTec strictly complies with information security laws and regulations across all jurisdictions in which we operate. We attach great importance to cybersecurity, privacy protection, and IP protection. By establishing and continuously improving a comprehensive information security management system, we enhance our technical and management capabilities to mitigate risks such as cyberattacks, data breaches, and information misuse, ensuring compliance with specific control requirements across various stakeholders and business scenarios.

Governance

WuXi AppTec has established an integrated governance framework for information security, implemented through a top-down three-tier management model. The Board of Directors assumes overall supervisory responsibility and has delegated authority to the Information Security Management Committee, led by the Chief Executive Officer, to oversee information security matters, including cybersecurity, data privacy, and IP. To strengthen accountability in information security governance, we have integrated information security compliance metrics into the performance evaluations of senior executives serving on the Information Security Management Committee.

The information security working group tracks the implementation status of information security measures across departments and reports regularly to the Information Security Management Committee. The head of the Information Technology Department serves as the leader of the information security working group.

The operational layer comprises members of the information security service team and departmental information security contacts. They are responsible for executing information security measures, conducting risk prevention and control, and performing daily monitoring.

In addition, an independent internal audit team regularly validates the effectiveness of the overall system to ensure closed-loop management and continuous improvement.



Strategy

The "3P Principles"[23] (Prevention, Protection, and Prosecution) form the foundation of our information security management framework. We proactively manage potential information security risks and continuously improve our ability to respond to information security incidents. We have put in place a comprehensive set of systems and management mechanisms to proactively identify and assess various information security risks and build stringent protective measures to prevent potential information security incidents. Through systematic training and a clear accountability mechanism, we ensure the timely detection, rapid response and proper handling of all information security incidents and uphold a zero-tolerance principle toward any non-compliant acts involving privacy protection and intellectual property rights.

Impacts, Risks and Opportunities Analysis

Impact Analysis	Affected Stakeholders	Description	Impact Type
Cybersecurity	Customer	We rely on information systems to provide R&D and production services to our customers. If a cyberattack were to cause system failure, it would directly disrupt customer project progress, leading to delays in drug development or production cycles. Therefore, having resilient cybersecurity capabilities is crucial to ensuring system stability and avoiding project delays.	Actual Positive
	Employee	Employees primarily use information systems to perform their daily office tasks. The Company places great emphasis on cybersecurity and system stability. It effectively mitigates the risks of cyberattacks through robust management policies and technical safeguards, providing employees with a stable and reliable work environment.	Actual Positive
Privacy Protection	Customer	The Company has strengthened privacy protection measures to effectively safeguard the personal information and privacy rights of stakeholders.	Actual Positive
	Supplier		
	Employee		

Risk and Opportunity Analysis	Type	Description	Time Horizon
Cybersecurity	Opportunity	The Company's strategic investment in its cybersecurity system has become a key driver for business growth and value creation. By building a secure and reliable cybersecurity framework, the Company not only strengthens customer confidence in long-term partnerships but also gains a competitive edge in highly regulated industries. Forward-looking compliance strategies not only ensure operational continuity but also transform cybersecurity capabilities into differentiated competitive advantages for high-value-added businesses, attracting more strategic collaborations and high-value contracts.	Short/ Medium/Long Term
Privacy Protection	Opportunity	A strong track record in privacy protection helps the Company earn the trust of customers, creating more business collaboration opportunities and increasing operating revenue. Furthermore, when their personal privacy is respected, employees become more motivated and engaged, leading to improved work efficiency.	Short/ Medium/Long Term

Impacts, Risks and Opportunities Management

Adhering to the "3P Principles," we continuously enhance our information security management system to proactively identify and respond to related impacts, risks and opportunities. In accordance with relevant laws and regulations, and the ISO/IEC 27001 Information Security Management System standards, we have formulated a series of information security management policies which cover different aspects of cybersecurity, privacy protection, and intellectual property protection. We systematically mitigate potential operational and compliance risks to protect the Company's long-term value through multiple initiatives, including continuously strengthening technical defenses, implementing incident response, and conducting employee training. Additionally, we have set up independent supervision and reporting channels and will prosecute information security violations in accordance with relevant laws while imposing strict accountability, to form a closed-loop management system.

Information Security Policy and Framework

WuXi AppTec strictly adheres to data sovereignty and compliance requirements across all jurisdictions in which we operate – such as the *Data Security Law of the People's Republic of China* and *Personal Information Protection Law of the People's Republic of China*, the *General Data Protection Regulation (GDPR)*[24] in the European Union, and the data privacy and intellectual property guidelines set by the U.S. Department of Health & Human Services (HHS)[25],Federal Trade Commission (FTC)[26], and Food & Drug Administration (FDA)[27].These legally-binding requirements form the foundation of our robust information protection system.

In response to diverse legal and regulatory frameworks, industry supervision, and the expectations of clients and other stakeholders, information protection requires a robust, comprehensive, and systematic management approach. Accordingly, WuXi AppTec has established an information protection policy framework covering all business lines and continues to enhance technical controls and employee engagement to ensure that the specific information protection requirements of key stakeholders — including clients, employees, and suppliers — are consistently met across relevant business scenarios.

We have defined clear data localization and data residency strategies. In line with applicable laws and regulations in different regions and the requirements of our partners, we ensure that data is stored and processed within designated locations in the regions where it is generated and collected, and we strictly control cross-border data transfers and access unless they have undergone appropriate assessments and obtained the necessary legal authorization. We also require all suppliers to comply with the Company's information security policies, with information security requirements and data sovereignty compliance obligations clearly stipulated in contractual agreements.

In light of the diverse legal and industry requirements, as well as the growing expectations of customers and other stakeholders, information protection necessitates a robust and systematic management approach. To address the challenges effectively, WuXi AppTec has established a series of information protection policies that cover all business lines. By continuously strengthening technology deployment and people involvement, we ensure compliance with specific control requirements across various stakeholders, such as employees, suppliers and customers, and business scenarios. Additionally, we require all suppliers to adhere to our information security policies and incorporate protective practices into contract terms.

Personal Information Protection Principles at WuXi AppTec

System Compliance	
Principle 1: Lawfulness, Fairness and Transparency	WuXi AppTec has established the *WuXi AppTec Data Security and Personal Information Protection Management Program* ensuring that personal information is collected and used in a lawful, fair and transparent manner.
Principle 2: Accountability	We uphold the principle of accountability by ensuring that, in the event of personal data breaches or other information security incidents, responsibility can be clearly traced and assigned based on established rules and documented evidence.
Process Compliance	
Principle 3: Informed Consent	We ensure that individuals give voluntary and explicit consent based on full understanding and awareness. We have also established mechanisms to promptly respond to stakeholder requests and safeguard their privacy rights.
Principle 4: User Experience Optimization	We provide individuals with intuitive and user-friendly functionality that allows them to grant and revoke permissions, as well as close their accounts.
Technical Compliance	
Principle 5: Data Minimization[28]	We ensure that data and information acquisition follows the principle of data minimization and that data collection and use are limited to the purposes for which individuals have provided explicit consent, in accordance with applicable data protection regulations.
Principle 6: Accuracy	We protect individuals' personal information, whether it is stored electronically or in physical form, through appropriate means. For electronic records, we use encryption, and for paper documents, we use secure access controls. These measures prevent unauthorized alteration and maintain data accuracy.
Principle 7: Storage Limitation	We ensure that personal information is retained only for the minimum period necessary to fulfill the purposes for which it was collected, including the provision of products and services. At the end of the retention period, it is deleted or anonymized.
Principle 8: Integrity and Confidentiality	We implement industry-standard technical and organizational security measures to protect personal information, prevent unauthorized access, disclosure, or alteration, and ensure the confidentiality and integrity of personal data.

Technology Deployment

Our networks, systems, and information assets are safeguarded by a multi-level defense system and cyber insurance policy, and an advanced emergency response mechanism is in place to address potential security incidents. The Information Security Service Team conducts at least one emergency drill annually to test and validate the plan's effectiveness and implementability.

In addition, we regularly engage external professional partners to conduct third-party penetration testing and red-blue confrontation drills, continuously strengthening the security of our systems and network environment and enhancing our overall cybersecurity posture while supporting the stable operation of business and protection of information assets.

We have implemented multi-layered technical and organizational controls to address data security risks arising from mobile and remote working scenarios.

With respect to endpoint and access management, we apply security controls to mobile devices and corporate email accounts on smartphones through a Mobile Device Management (MDM)[29] system. In combination with two-factor authentication and Virtual Private Network (VPN)[30] solutions, these measures strengthen identity verification and the security of remote access, thereby reducing risks during data transmission and use.

In terms of data protection, we have deployed Data Loss Prevention (DLP)[31] solutions to monitor and control the access to, use of, and external transmission of sensitive data. To prevent unauthorized access by third parties, we strictly adhere to the principles of least privilege and need-to-know. At the technical level, we deploy measures such as network firewalls, network segmentation, and Identity and Access Management (IAM)[32] systems to effectively isolate different systems, environments, and datasets. All internet-facing applications are subject to stringent security protections, and access to privileged accounts and administrative interfaces is strictly restricted, fully logged, and continuously monitored.

In parallel, we strengthen the security management of cloud-based working environments by implementing measures including access control, access auditing, and secure configuration management, thereby enhancing the overall security posture of cloud systems and data.

People Involvement

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

We have established a dedicated Information Security Service Team tasked with conducting information security due diligence for all suppliers through information security qualification reviews and third-party background investigations, with such due diligence completed for all new business partners prior to engagement. Suppliers are required to fill out the Supplier Information Security Evaluation Form and submit accredited certificates and reports, such as SOC1/SOC2 and ISO/IEC 27001 certification. Relevant suppliers must sign data compliance agreements. The Team regularly provides information security training to suppliers and conducts regular performance assessments and monitoring.

In addition, the Team evaluates the security designs and management standards that all suppliers apply in their products and services, provides constructive security recommendations, and conducts regular audits of accounts and associated permissions on cloud platforms.

Information Security Incident Prevention and Correction

To promptly and accurately identify potential information security threats and take appropriate actions, WuXi AppTec has established a comprehensive information security monitoring system that operates in real time. We implement a tiered threat management approach that classifies identified threats into five levels based on their likelihood and potential impact. We then establish corresponding incident response procedures accordingly. We mitigate identified threats through technical controls such as data encryption, secure backups, firewalls, antivirus software, and secure hardware disposal, to maintain a secure operational environment.

We have also established dedicated communication channels for reporting information security issues. When an information security incident is detected, all employees and external stakeholders may report the issue to the Information Security Service Team via telephone or email. Upon receipt, the Team will escalate the incident through established procedures within defined timeframes, ensuring the timeliness and effectiveness of incident reporting.

Communication Channels

Communication Email:
itsecurity@wuxiapptec.com

Telephone:
+86-400-920-0309



Once the response to the information security incident has been concluded, the Information Security Service Team should organize relevant personnel to summarize the incident and review the entire incident handling process. The Team should review the Company's security defense system, analyze the root causes of security incidents, and identify areas for improvement regarding defense mechanisms and response processes in order to avoid recurrence of the same security incidents.

Information Security Responsibilities and Awareness Building

WuXi AppTec assigns individual information security responsibilities to all employees. We strictly standardize employees' workflows and behaviors in areas such as computer use, account and password management, access control, virus prevention, and network usage. All new employees are required to complete information security training as part of their onboarding process to strengthen their security awareness. In daily operations, the Information Service Team conducts ongoing awareness campaigns for all employees through emails, educational videos, and posters — covering topics such as phishing prevention, privacy protection, and IP protection. Employees can also access and study information security-related management policies on their own through the internal system management platform. Additionally, all employees are required to complete the annual information security and compliance exams.

Information Security Week

During the Reporting Period, WuXi AppTec held an Information Security Week to promote a culture of information security. Through a combination of online quiz competitions and interactive on-site activities, the event helped our employees gain a deep understanding of the Company's information security requirements, enhanced their awareness of security precautions, and encouraged them to work together to safeguard the Company's information assets.

Data Security and Personal Information Protection Training

During the Reporting Period, WuXi AppTec conducted its annual data security and personal information protection training. The program ensured that all employees understood their roles and responsibilities in protecting Company and customers data, mastered data classification processes, and gained a comprehensive understanding of applicable laws and regulations as well as the Company's requirements across key data scenarios. All employees who participated in the training were required to complete an assessment, achieving a 100% pass rate.

Sustainability Goals and Performance

Target

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

Progress

In 2025, 100% of our main sites have obtained the certification for ISO/IEC 27001 Information Security Management System.

Regular information security risk assessments and related audits are conducted to ensure the effectiveness of our information security management. During the Reporting Period, we successfully completed 60 IT audits conducted by our customers, with zero critical finding related to cyber-incidents or privacy breaches.



SUPPORTING OUR CUSTOMERS

Delivering excellence in service and customer experience to our partners worldwide through our integrated platform to benefit patients in need.



Sustainability Topics

- Quality of Product and Service
- Ethics in Research and Development
- Sustainable Supply Chain

Relevant United Nations Sustainable Development Goals



Our Governance

WuXi AppTec consistently adheres to the highest global quality standards and has established a comprehensive framework for ethics in R&D and compliance operating. We continuously optimize and explore cross-segment business synergies, strengthening our integrated and responsible end-to-end CRDMO platform to meet the diverse needs of customers in technology capabilities and service coverage.

Our Approach

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

2025 Highlight

Performance



Become a Supplier Partner of the PSCI for two consecutive years

741

quality audits and inspections by global customers, regulatory authorities and independent third parties with zero critical finding

98%

customer satisfaction rate

Quality of Product and Service

Why It Matters

As technological advancements and scientific innovations continue to emerge, the global demand for new and improved medicines continues to grow steadily, driving an increasing demand for efficient and empowering services.

Leveraging our established reputation for high-quality products and services, WuXi AppTec has forged long-term and stable cooperative relationships with numerous large pharmaceutical enterprises and innovative biotech companies worldwide. Meanwhile, through rigorous quality control processes, we seek to support quality consistency across customers' R&D and manufacturing phases.

Our Approach

WuXi AppTec tirelessly works on capacity and scale building, quality management, and customer service to ensure the safety and reliability of our offerings, as well as to meet regulatory requirements, industry standards, and customer expectations. We continuously review, refine, and optimize relevant management standards and processes. At the same time, our excellence in professional capabilities and quality enables us to consistently deliver sustainable value to our customers through our products and services.

Our Commitment

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

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



Capacity and Scale Building

We leverage the latest scientific and technological discoveries to enable medical innovation in an effort to assist our customers in transforming new drug ideas into reality. With our leading service capability and scale in the industry and unique integrated CRDMO business model, we can quickly develop distinct industry insights, better predict future technological developments and emerging research trends in the industry, timely capture new development opportunities, and continuously drive long-term business growth.

Our API platform continues to improve our R&D capabilities in flow chemistry, enzyme catalysis, crystallization and particle engineering process research. The capabilities of our formulation platforms have expanded from oral preparation to sterile injectable preparations, and we will continue to conduct research on the formulation process of poorly soluble drugs and the development and application of new technologies such as spray drying, hot melt extrusion and lipid nanoparticles. In addition, we have comprehensive R&D and production capabilities for highly active drugs, providing "end-to-end" services from active pharmaceutical ingredients to preparations, covering oral and injectable drugs. The capabilities of our WuXi TIDES platform fully utilize innovative technologies such as thin-film evaporation, tangential flow filtration (TFF)[33]/precipitation and continuous flow purification to provide one-stop services covering drug discovery, CMC research and production for oligonucleotides, peptides and related chemical conjugated drugs.

More information on our capacity and scale building can be found in our 2025 Annual Report.

Excellent Quality

Quality Management System

WuXi AppTec has established a comprehensive Quality Management System (QMS)[34] designed to meet and, where appropriate, exceed customer standards. We manage all our sites using a quality-centered approach, ensuring that these sites rigorously uphold the Company's internal quality policies and standards.

To ensure the compliance, effectiveness, and consistency of our QMS, we have established a robust quality governance framework. The Executive Committee provides the highest level of oversight for the QMS, supported by the Quality Assurance Department — an independent department responsible for implementing and operating the QMS. Our quality governance framework clarifies managerial responsibilities, facilitating efficient reporting and escalation at local, regional, and global levels. In addition, we have established and continuously improved dedicated policies and procedures, which demonstrate our commitment to ensuring the safety and quality of our products and services.

Adhering to the principle of Quality by Design (QbD)[35], our QMS is systematic, scientific, and risk-based. It encompasses the entire pharmaceutical lifecycle, including the management of quality, production, facilities and equipment, materials, packaging and labeling, and laboratory controls.

We have established a closed-loop process for assessing, communicating, controlling, and reviewing risks related to product safety and quality, supporting compliance with regulatory requirements and continuous improvement. As a key component of this risk management framework, our quality control process drives quality improvement through regular preventive testing for potential safety and quality concerns in products and services. It also encompasses the testing and validation of response mechanisms for product quality deviations, emergency response, system (data) recovery, and quality exceptions.



Quality Management System

Quality System	We have established a comprehensive and compliant quality system that covers core components including training, change control, internal reviews and audits, deviation management, complaint handling, annual product reviews, and document control. The system clearly defines the quality responsibilities of all departments and personnel, ensuring that quality management is guided by standard operating procedures (SOPs)[36] and effectively implemented across processes. Furthermore, we continuously enhance our quality control mechanisms by strengthening closed-loop management and risk mitigation across all stages, thereby providing a robust foundation for product safety and quality.
Production System	We have developed systematic and standardized management systems that encompass all aspects of production, including project transfer, production planning, operating procedures, production records, and process monitoring, ensuring that all production activities comply with established requirements. To maintain stable operations, we also implement strict control over quality parameters throughout the production process, thereby ensuring the quality of our products and services.
Facilities and Equipment System	We have enforced strict SOPs to support compliant operations, adherence to cleaning standards, and the prevention of cross-contamination. This approach maintains facilities and equipment in optimal working condition and supports their alignment with production requirements.
Materials System	We have deployed a material management system and implemented strict material control measures to enhance quality control capabilities. To ensure the quality of raw materials, we continuously monitor, test, and certify all raw materials on a regular basis to guarantee compliance with our quality standards. We have established a formal and rigorous assessment and qualification process for supplier management. This process encompasses supplier selection, ongoing evaluation, and regular performance reviews. All suppliers involved in manufacturing and R&D are required to sign a quality agreement that outlines their quality responsibilities, performance expectations, and applicable standards. For all our significant suppliers, we conduct periodic quality audits through on-site audits and independent third-party audits to review supply quality and stability. For sub-tier suppliers that have a material impact on our quality, we review their quality performance through methods including detailed questionnaires and desk-based assessments. In addition, where non-conformities are identified during audits, the relevant suppliers must submit remediation plans and complete any corrective actions in strict accordance with specified timeframes.
Packaging and Labeling System	We have continuously strengthened the standardized management of material labels and established an efficient automatic label generation program for workshop materials and transfer equipment. The intelligent management system has enabled the automation and systematization of packaging and labeling management, ensuring the smooth and efficient operation of the quality system.
Laboratory Controls System	In accordance with the applicable pharmacopeial standards of the sites, registration standards and internal control standards, we conduct regular precautionary testing for emerging quality and safety concerns in all products and services. With our robust in-house quality testing capabilities, we effectively control and manage the risks related to product safety and quality. This encompasses testing of raw and auxiliary materials, incoming inspection of packaging materials, in-process testing, process control and validation, product release testing, and stability testing, covering the full lifecycle of a pharmaceutical product. This proactive testing approach allows us to detect potential issues, minimize risks, and ensure that all products and services are aligned with strict quality standards.

WuXi AppTec provides integrated, end-to-end drug discovery, development, and manufacturing services for the global pharmaceutical and life sciences industries. WuXi AppTec is unable to initiate product recalls independently, as our customers bring their products to market under their own name and license. However, we take our stewardship responsibilities seriously and remain proactive in assisting our customers in addressing quality issues that may arise. To support timely and effective action after a customer submits a request for a product recall, we have established a comprehensive product recall governance structure and systematic processes to help control risks and resolve issues appropriately in a timely manner.

Quality Training

To further promote our culture of pursuing excellence, we have established a robust quality training framework. We develop annual quality training plans and consistently deliver in-depth quality training programs to our employees. All our employees and significant suppliers are required to understand the Company's quality culture and complete annual training on quality management standards and process improvement tools. Moreover, all employees in manufacturing, R&D, and quality-related positions must undergo systematic quality assurance training, including orientation, QMS training, and other job-specific training programs. To ensure the effectiveness of our quality training framework, each course is strictly followed by attendance tracking, examinations, feedback surveys, and record retention.

General knowledge training

For all employees:

We develop courses on the fundamentals of the quality management system, quality data management, and other related topics, equipping all employees with the expertise to effectively execute quality-related management processes and control standards. During the Reporting Period, quality-related training covered all employees.

Job-specific training

For employee (including contractor) engaged in quality-related work across R&D, production, and testing:

We develop courses on laboratory risk prevention, quality management, equipment management, technical operations, and other related topics, enhancing the professional competencies and operational efficiency of employees in specific positions, thereby ensuring the effective operation of the QMS.

Supplier training

We develop an annual supplier training plan based on the findings from our supplier audits and conduct quality training covering all suppliers through quality awareness raising, on-site communication, technical empowerment, and other forms, so as to comprehensively enhance suppliers' quality control capabilities.

Annual Good Manufacturing Practice (GMP) [37] training

During the Reporting Period, we conducted annual GMP training for all employees involved in GMP-related tasks across quality, manufacturing and R&D at each manufacturing site, including specialized training sessions on GMP regulations, change management, deviation management, corrective and preventive action (CAPA)[38] management, data integrity, and cross contamination. We require all participating employees to pass the training exam, ensuring their understanding of and compliance with the Company's QMS. In addition, we organized a series of expert seminars on GMP-related knowledge to further raise awareness and enhance capabilities in various GMP topics.



Quality Audits and Inspections

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

We conduct regular quality reviews, including QMS reviews and product reviews, to monitor and assess the performance of our systems and products. Our QMS review is designed to analyze essential components such as raw material supply, equipment and facilities, internal and external audits, deviations, change control and training to optimize the QMS. Our product review covers the entire lifecycle of a pharmaceutical product, including purity, concentration, complaints, recalls, deviations, and change control. Through periodic management review meetings and performance verification reports, we implement all necessary steps to improve our QMS and product quality. In addition to internal quality reviews, we undergo frequent inspections from regulatory agencies, including but not limited to the FDA, European Medicines Agency (EMA)[39], National Medical Products Administration (NMPA)[40], and others. These inspections provide independent assurance that our QMS adheres to the required high-quality standards and expectations.

Our Quality Assurance Department is responsible for setting and achieving quality objectives such as product qualification rates and audit pass rates, conducting internal inspections, preparing for regular customer audits and regulatory inspections, and addressing findings through corrective and preventive measures. During the Reporting Period, WuXi AppTec held a total of 741 quality audits and inspections. These comprised 680 audits performed at the behest of customers, 56 inspections from regulatory authorities, and 5 independent third-party quality audits initiated by the Company, with zero critical finding.

Customer Service

Building trust and credibility with our customers is core to the Company's success. Guided by the principle of "Put Customers First" and the *Measures of WuXi AppTec Customer Service* our comprehensive customer relationship management mechanism and efficient service response system ensure the reliability and responsiveness of our services, enabling us to deliver excellent service and achieve a high customer satisfaction rate.

We have assigned management responsibilities to a dedicated department. We have also set customer service targets and incorporated relevant KPIs into performance evaluations to encourage employees to enhance customer service efficiency and quality. Additionally, we regularly provide specialized training for all customer service personnel to ensure they have a comprehensive understanding of the Company's customer service guidelines and requirements.

We value customer feedback and have comprehensive procedures to address customer concerns. Through our hotlines, emails, and other communication channels, we promptly identify, discuss, and address our customers' issues and inquiries. We diligently record all customer feedback, conduct comprehensive analysis and reviews, and summarize the findings. Additionally, we conduct follow-up visits with customers who have submitted complaints. Based on the outcomes of complaint handling, we summarize experiences and continuously optimize service quality.

To quantify customer satisfaction and validate the effectiveness of our services, we conduct customer satisfaction surveys covering 100% of our customers to obtain comprehensive feedback. We also attach great importance to the results. We are dedicated to summarizing and reviewing customer suggestions as well as maintaining a robust process for implementing corrective actions.



Ethics in Research and Development

Why It Matters

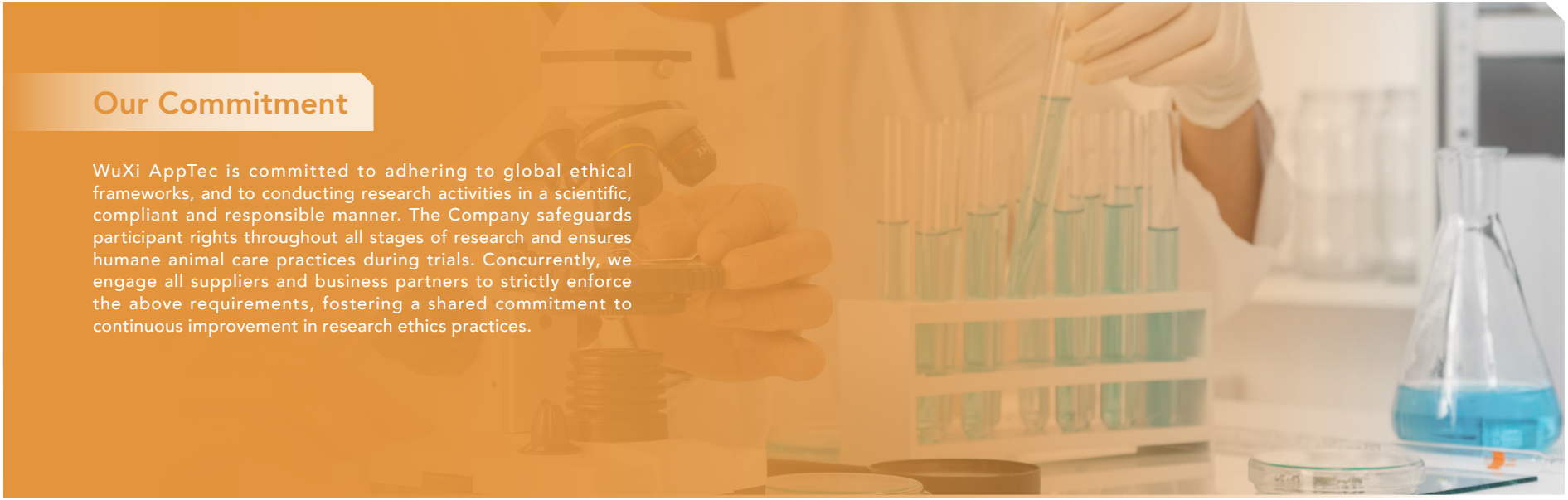
By aligning with recognized international standards to ensure data integrity and process compliance, the Company reduces legal and reputational risks and supports the continuous improvement of ethical practices across the industry.

Our Approach

WuXi AppTec complies with applicable laws, regulations and ethical standards, and follows globally recognized good practice guidelines. The Company has established a research ethics management system focused on animal welfare and the protection of participants' rights. Ethics management processes are continuously improved, and procedures for the investigation and handling of ethical breaches are standardized, to support the effective implementation of the Company's research ethics objectives.

Our Commitment

WuXi AppTec is committed to adhering to global ethical frameworks, and to conducting research activities in a scientific, compliant and responsible manner. The Company safeguards participant rights throughout all stages of research and ensures humane animal care practices during trials. Concurrently, we engage all suppliers and business partners to strictly enforce the above requirements, fostering a shared commitment to continuous improvement in research ethics practices.



Animal Welfare

WuXi AppTec is committed to upholding the highest ethical and scientific standards regarding animal welfare and to using laboratory animals only when legally required. We possess the relevant licenses for animal testing and have established a clear management framework and rigorous internal policies, standards, and mechanisms to guide the proper conduct of our animal management and use programs.

WuXi AppTec has established an Institutional Animal Care and Use Committee (IACUC)[41] comprising both internal and external experts. Committee membership includes institutional representatives, attending veterinarians, R&D and non-R&D personnel, independent public representatives, and representatives from WuXi AppTec's Environmental, Health and Safety (EHS)[42] and Compliance departments.

The IACUC is tasked with overseeing all aspects of animal care and use within our facilities and receives our resources to fulfill its responsibilities and safeguard animal welfare. It reviews and approves all animal use protocols (a mandatory prerequisite for all animal procedures), conducts semi-annual audits of animal management and use programs and animal facilities, oversees the ethical use of animals and animal welfare training, and conducts audits and qualification assessments of animal suppliers.

During the Reporting Period, the Company continued to hold accreditations from the *Association for Assessment and Accreditation of Laboratory Animal Care International (AAALAC International)*[43], licenses for the use of laboratory animals issued by the local Ministry of Science and Technology, and the U.S. Public Health Service Animal Welfare Assurance (PHS[44] Animal Welfare Assurance) . Additionally, the Company has carried out internal reviews and inspections related to animal welfare compliance, and all relevant sites have passed external inspections and checks conducted by local government departments and customers with no critical compliance issue regarding animal welfare.

WuXi AppTec adheres to the "3R principle"[45] (Replacement, Reduction, Refinement) across all stages of animal testing and implements protective measures in line with general animal welfare standards, optimizing animal testing procedures to improve the living conditions and overall well-being of laboratory animals.

Reducing animal usage and seeking alternatives

We are committed to minimizing the use of laboratory animals by optimizing study design, setting appropriate experiment scale based on scientific planning, and applying modern research methods to improve data collection efficiency. We also promote the prudent use of antibiotics and disinfectants in disease prevention and continuously invest in potential alternative methods, which helps reduce animal usage in our R&D processes.

Optimizing animal care and testing processes

We are committed to optimizing animal testing protocols and continuously enhancing animal welfare. Our veterinarians are actively involved in protocol optimization, including appropriately adjusting housing and environmental conditions, and dynamically adjusting treatment plans based on the animals' health and behavioral status. At the same time, standardized and minimally invasive procedures are applied, and experimental design and data collection processes are refined to reduce potential harm to animals.

Enhancing animal welfare awareness

The Company conducts compliance training and provides education on relevant regulations and skills to increase overall awareness among employees regarding animal care and animal welfare. We also invited external experts to provide training for relevant personnel to further enhance their professional skills and capabilities. In addition, reporting channels are available for employees to report on any misconduct or non-compliant issues regarding animal welfare.

Standardize animal welfare practices for suppliers

Animals used for research are purpose-bred and obtained for approved study use, sourced from the Company's own facilities and qualified external suppliers. Our suppliers are required, under our *Supplier Code of Conduct*, to follow general animal welfare standards and align with our internal animal welfare management practices, ensuring research animals are treated humanely.

Protection of Research Subjects

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

We strive to protect subjects' right to information, voluntary participation, and privacy. To ensure subjects are well informed of their involvement and any potential risks, we developed rigorous clinical trial protocols and required informed consent form to be signed by the subjects. This process is continuously monitored by an independent ethics review committee. Additionally, we employ advanced privacy-enhancing technologies to safeguard subject information, ensuring secure handling of data and full compliance with global data protection regulations. We also have a grievance mechanism in place for the trial subjects to report any possible violations during the trial.

By establishing a risk management process to assess risks prior to research, we reinforce our protection of participant well-being and the upholding of ethical standards in clinical trials. Additionally, the Company has developed its proprietary Risk-Based Quality Management (RBQM) [46]system, allowing for real-time data analysis and constant monitoring of ongoing clinical trials. This system is strengthened by regular employee training, systematic internal and site audits, and strict adherence to the SOPs. Audit findings undergo root cause analysis, with corrective and preventive actions implemented to enhance processes and employee capabilities, ensuring that WuXi AppTec aligns with global clinical research standards.



Sustainable Supply Chain

Why It Matters

Globalization has heightened the demands for the stability and sustainability of supply chains. In response, companies must continuously diversify and refine their supply chain management systems to minimize the occurrence of supply chain-related risks, thereby ensuring operational stability throughout the globalization process.

Our Governance

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

Our Commitment

As a *Supplier Partner* of the *PSCI*, WuXi AppTec is committed to adhering to *PSCI Principles*, improving supply chain sustainable management and fostering responsible and transparent sourcing practices and supplier relationships.

Our Approach

WuXi AppTec is committed to the *PSCI Principles* and establishes mechanisms to identify, assess, and mitigate risks to effectively manage the impact of supply chain sustainability risks on our operations, and engages with suppliers to drive continuous improvement.

Supply Chain Sustainability Risk Identification

WuXi AppTec has established a comprehensive sustainability risk identification mechanism within our supply chain to support risk management and ensure stable operations. We establish supply chain sustainability risk screening categories based on applicable laws, regulations, and global sustainability standards, as well as country-, sector-, and commodity- or service-specific risks. Through our information platforms, we systematically identify relevant entities, laying the groundwork for subsequent risk assessment and management.

WuXi AppTec's Supply Chain Sustainability Risk Screening Categories

Business relevance	• Procurement expenditure • Significance to business continuity • Potential influence on the performance of products and services
Environment	• Environmental compliance • Greenhouse gas emissions management • Ecosystem and biodiversity protection
Society	• Quality management • Labor and human rights • Occupational health and safety
Governance	• Compliance with laws and regulations • Business ethics

Supply Chain Sustainability Risk Assessment

In collaboration with external experts, we conduct risk assessments tailored to our specific supply chain characteristics. We assess the likelihood of identified risk factors and evaluate their potential fimpact on the business, including finance, reputation, and operating. These factors are then prioritized to serve as the basis for supplier classification, differentiated oversight, and the design of targeted mitigation measures. When risk factors change, we will update relevant policies to keep them comprehensive and roll out training programs to ensure employees and suppliers fully understand and comply with our requirements. In addition, any adjustment to the company's operational strategy will prompt the relevant functions to carry out evaluations to safeguard supply-chain sustainability and business continuity.

Supplier Code of Conduct

Adhering to the global standards such as the *Ten Principles of the UNGC* and the *Guiding Principles on Business and Human Rights*, and taking into account the priority sustainability risk factors in our supply chain, we established and announced the *Supplier Code of Conduct* in 2022. We further updated and enhanced the Code to align with the *PSCI Principles* in 2025. The *Supplier Code of Conduct* clearly outlines our requirements for suppliers across key areas, such as compliance with laws and regulations, business ethics, quality management, labor and human rights, OHS, environmental protection and R&D ethics. The Code also specifies feedback channels, enabling suppliers to report any violations of the Code by WuXi AppTec employees or other suppliers, thereby helping us to mitigate risks and sustain long-term, stable partnerships. To cultivate responsible and sustainable partnerships, we require all suppliers to adhere to the Code and incorporate sustainable practices related to labor and human rights, OHS, and environmental responsibility into the contract terms, and conduct audits regularly to monitor supplier sustainability performance. Where a supplier breaches the Code or contractual obligations and fails to remedy the violation within the prescribed timeframe, we will suspend business relations and, if necessary, remove the supplier from our approved supplier roster.

Supply Chain Sustainability Risk Mitigation

To mitigate or eliminate the potential impacts of sustainability supply chain risks on its business continuity and to fulfill its commitment to responsible operations, WuXi AppTec has established a robust supply chain risk response mechanism, adopting diverse measures to safeguard its sustainability.

In the 2025 EcoVadis sustainability rating, WuXi AppTec received a higher sustainable procurement score than in the previous assessment cycle. This clearly reflects the effectiveness of our measures to manage sustainability risks across the supply chain.



Employ a dual-sourcing approach, conduct stress tests, and maintain safety stock to ensure the continuous and stable operation of our business, even in challenging circumstances.



When selecting suppliers and awarding contracts, we not only consider the products and services offered but also assign a certain percentage of evaluation weight to sustainability performance. This approach allows us to prioritize suppliers with better performance to enhance the management of sustainability risks within our supply chain.



Conduct regular supply chain sustainability risk audits of our suppliers.



Implement supplier empowerment and collaboration initiatives.

Supply Chain Sustainability Risk Audit

WuXi AppTec conducts routine supply chain sustainability risk audits as part of our annual supplier audit plan. In accordance with laws and regulations, global sustainability standards, and our sustainability policies, the Company assembles cross-functional teams or engage third party auditors to carry out desk assessments and on-site audits. In addition, following the audit reports, WuXi AppTec collaborates with suppliers to implement a CAPA program. For suppliers identified as having improvement potential, we provide training or special support to help establish measurable and evaluable solutions and practical improvement plans within a reasonable timeframe. This support enables suppliers to address issues effectively and promptly, thereby continuously strengthening the supply chain's resilience to sustainability risks.

Type	Desk Assessment	On-site Audit
Standard	In accordance with laws and regulations at the sites, relevant global standards (e.g., ISO 14001, ISO 45001, ISO 9001), and internal policies.	
Method	• Conduct a comprehensive monthly assessment of compliance risks for all suppliers through our platforms. • Identify significant suppliers to be surveyed via sustainability questionnaires and EcoVadis (a recognized industry partnership) to review and assess their responses and supporting documentation.	• Identify significant suppliers requiring on-site audits and, as necessary, engage third-party auditors. • Assess suppliers' sustainability compliance and the effectiveness of their implementation through document and record reviews, facility inspections, and employee interviews. Key focus areas include environmental emissions and resource management, occupational health and safety, labor and human rights, and business ethics.
Result and Report	Audit reports are issued in accordance with established criteria.	

At the end of the Reporting Period, we planned to conduct sustainability audits for 166 significant suppliers. 166 significant suppliers were evaluated through desk assessments or on-site audits, leading to a 100% completion rate. As a result, a total of 6 significant suppliers identified as requiring sustainability management improvements have all completed remediation process with the Company's support. No significant supplier relationships with the Company were terminated due to incomplete remediation.

Empowering and Collaboration

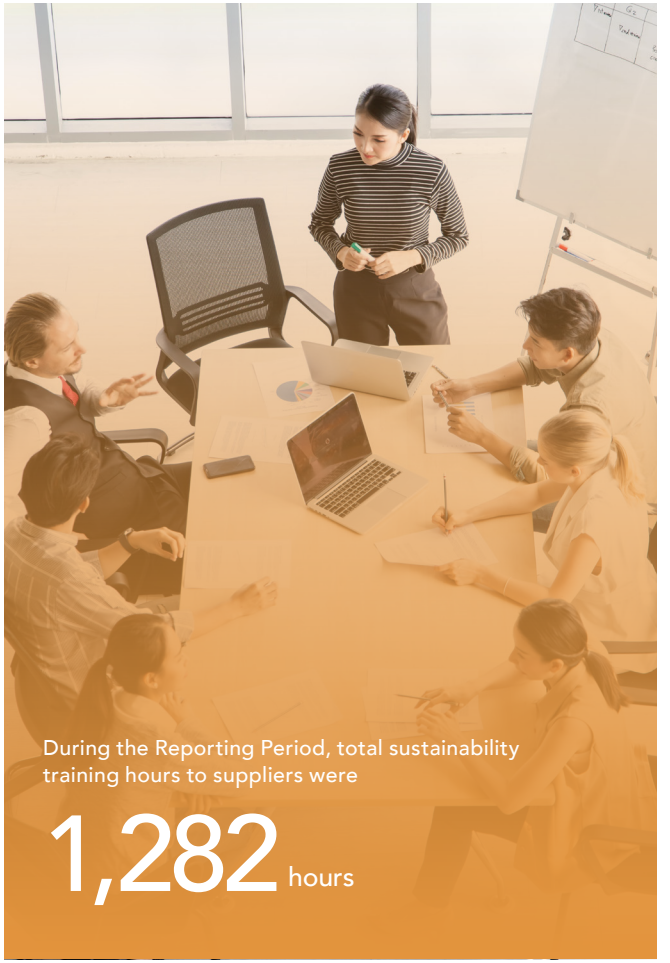
As a *PSCI Supplier Partner*, WuXi AppTec adheres to the *PSCI Principles* and focuses on five key areas of engagement, including governance and management systems, ethics, labor and human rights, health and safety, and environmental protection, aiming to contribute to a global community committed to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

Sustainable Supply Chain Initiative: Governance and Management Systems

WuXi AppTec acknowledges that building suppliers' sustainability capabilities is essential to enhancing our supply chain management system. We assign a dedicated team to be responsible for the supplier empowerment program, which supports suppliers in achieving better sustainability performance through awareness-raising, benchmarking, and capacity building. We provide suppliers with systematic training programs covering anti-bribery, OHS, quality management and environmental protection, and we invite suppliers who excel in sustainability performance to share best practices to help other suppliers identify performance gaps. Through ongoing baseline assessments, targeted engagement and training performance tracking, we systematically strengthen suppliers' sustainability practices and outcomes. During the Reporting Period, 66 significant suppliers participated in the program.

Sustainable Supply Chain Initiative: Environmental Protection

Engagement with suppliers is a robust approach to promoting carbon emissions reduction in the value chain. It not only helps reduce carbon emissions in both the upstream and downstream of the Company, addressing customers' low-carbon demands, but also contributes to the green transformation of the entire industry chain. During the Reporting Period, we have established close collaboration with 21 significant suppliers, helping them improve their understanding of carbon management and data accounting to lay a comprehensive and solid foundation for carbon management. Additionally, we assist significant suppliers in advancing carbon emissions reduction measures for effective implementation of low-carbon transformation within the value chain.



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

2025 Supplier Conference

We recently held the "2025 Supplier Conference," which combined in-person and online formats. The conference attracted over one hundred suppliers, along with representatives from WuXi AppTec's Procurement and relevant departments. The core topics included an interpretation of WuXi AppTec's procurement policies, supplier performance management, ethics and compliance requirements, OHS standards, and sustainable supply chain initiatives. We shared our own operational (Scope 1 and Scope 2) GHG emissions reduction targets and value chain (Scope 3) GHG emissions reduction goals, alongside concrete action plans. Additionally, we recognized outstanding suppliers for their 2024 performance.

In addition, we have developed sustainability training programs for procurement representatives. These programs aim to foster a deeper comprehension of their respective roles in sustainability management, empowering them to continually refine their necessary skills and expertise, thereby strengthening the sustainability of procurement activities and supply chain management.



Sustainability Goals and Performance

Target

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

Progress

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

PROTECTING OUR PLANET

Integrating environmental stewardship throughout our operations, continuously advancing environmental protection measures, and collaborating with stakeholders to jointly advance sustainable ecological development and foster resilient ecosystems.

Sustainability Topics

- Climate Change
- Emissions and Waste Management
- Resource Management
- Ecosystem and Biodiversity

Relevant United Nations Sustainable Development Goals





Our Governance

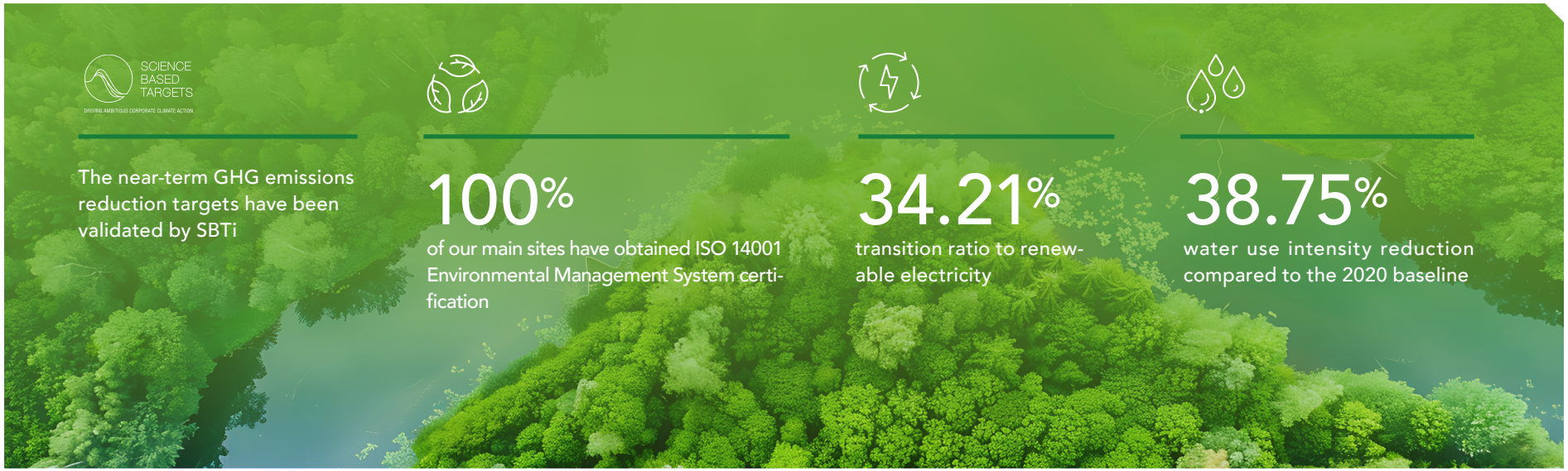
WuXi AppTec upholds values that prioritize environmental protection and has established a comprehensive governance structure to ensure compliance with relevant laws and regulations at all sites. We effectively tackle environmental challenges while striving for continuous improvement in our environmental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

Our Approach

Integrating environmental stewardship throughout our operations, we implement measures to reduce energy consumption and GHG emissions through promoting energy efficiency improvements, laying out the energy transition, developing low-carbon design, collaborating with low-carbon partners, and advocating for a low-carbon culture. We continuously strengthen our environmental management system, not only strictly complying with the compliant discharge standards for wastewater, air emission, and waste, but also actively adopting emission reduction measures to effectively protect our sites and the surrounding natural environment. Moreover, we proactively practice circular economy principles in resource management to achieve a mutually beneficial balance between ecological sustainability and economic efficiency.

2025 Highlight

Performance



Climate Change

Why It Matters

Climate change poses a major threat to both human well-being and the ecological balance of our planet, highlighting the necessity for ambitious and accelerated climate change adaptation and mitigation actions. WuXi AppTec advances climate change management to enhance operational resilience and core competitiveness, while proactively addressing climate risks and managing their environmental impacts across the value chain.

Our Commitment

WuXi AppTec proactively aligns with the *Paris Agreement* by integrating climate change as a sustainable strategic priority. We commit to collaborating with stakeholders to pursue science-driven GHG emissions reduction through transparent and measurable initiatives, collectively accelerating low-carbon sustainable development across the value chain.

Governance

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

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

Board of Directors and Strategy Committee

- Formulate a comprehensive strategy to address climate-related risks and capitalize on associated opportunities.
- Oversee and assess the effectiveness of the management approach.

Sustainability Committee

- Establish protocols for the assessment and disclosure of climate-related matters.
- Evaluate and address climate-related boundaries and concerns.
- Scrutinize and approve climate-related targets and monitor the execution and achievement of associated performance objectives.
- Determine and manage the budgets and resources, as well as investment strategies, for the identification, mitigation and monitoring of climate-related issues.

Sustainability Office and Climate-related Working Group

- Identify and assess climate-related risks and opportunities.
- Implement climate-related risk management and climate-related strategies.
- Promote interdepartmental cooperation.
- Maintain effective data management systems.
- Manage and monitor climate-related issues to furnish comprehensive analysis, recommendations and updates for deliberation by the Board of Directors, Strategy Committee and Sustainability Committee.

WuXi AppTec's Climate-related Governance Structure

Strategy

WuXi AppTec takes responsibility for addressing climate change and views sustainability as a strategic priority and a source of long-term competitiveness. We have set science-based near-term GHG emissions reduction targets, which have been validated by the *SBTi*. These targets cover both our own operations and the value chain. They support global efforts to limit warming to 1.5°C. Additionally, we systematically integrate climate-related risks and opportunities into our business planning and operational management. Using a comprehensive transition plan and forward-looking scenario analysis, we identify and mitigate potential impacts to strengthen our business resilience and support sustainable growth.

Transition Plan for Climate Change

We are dedicated to a scientific and systematic approach to establishing climate-related management strategies and exploring cleaner and more sustainable operation modes. During the Reporting Period, we conducted climate-related analysis referring to *International Financial Reporting Standards S2 Climate-related Disclosures* and the *Exchange Publishes Conclusions on Climate Disclosure Requirements* and relevant guidance. These analyses informed the development of our climate transition plan, which provides a framework to integrate decarbonization across operations and the value chain. The plan focuses on improving energy efficiency, accelerating the shift to renewable energy, integrating low-carbon design principles, and strengthening collaboration with partners to address climate change. At the same time, the Company fosters climate awareness and culture, supporting the steady advancement of transition initiatives through ongoing communication and continual improvement.

By incorporating climate considerations into business decisions, we aim to mitigate risks, strengthen operational resilience, and create long-term value for our stakeholders. Our climate strategy bolsters our capacity to adapt to changing climate challenges and promotes the continuous implementation of decarbonization initiatives.

Drive Energy Efficiency Improvement

- Conduct energy-saving technological transformation

Lay Out the Energy Transition

- Install photovoltaic power generation facilities
- Purchase renewable electricity

Develop Low-carbon Design

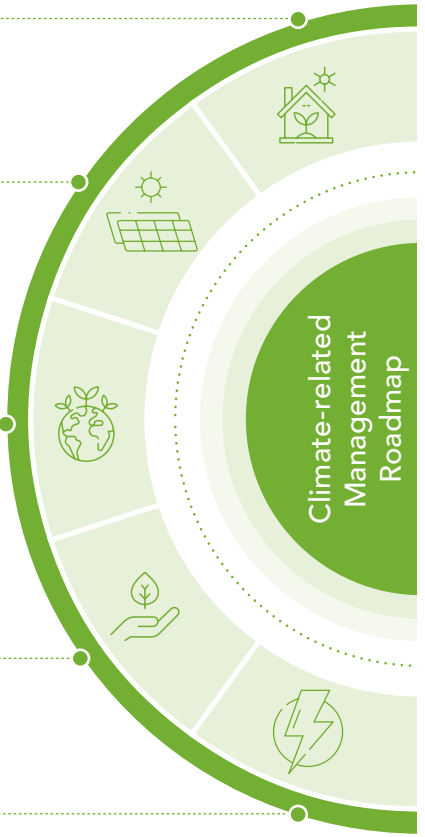
- Integrate the green concept throughout the entire lifecycle

Collaborate with Low-carbon Partners

- Prioritize selecting suppliers who can provide environmentally friendly and low-carbon raw materials

Advocate a Low-carbon Culture

- Pursue green culture
- Promote green office initiatives



Climate Scenario Analysis

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

To generate the climate-related strategy in a scientific and effective manner, we have identified climate scenarios and temporal parameters with reference to international standards and recommendations, peer practices, and the actual situation of the Company. We used the Shared Socio-economic Pathway (SSP1-2.6, SSP2-4.5 and SSP5-8.5) [47] scenarios for the physical risk analysis and the International Energy Agency (IEA)[48] Net Zero Emissions by 2050 Scenario (NZE 2050)[49], IEA Announced Pledges Scenario (APS)[50] and IEA Stated Policies Scenario (STEPS)[51] scenarios for the transition risk and opportunity analysis. The analysis time horizon is divided into short-term (1 year), medium-term (2-5 years), and long-term (≥6 years).

List of Scenarios and Assumptions

Type of Risks and Opportunities	Issued by	Scenario Category	Scenario Description	Representative Temperature
Physical risks	Intergovernmental Panel on Climate Change (IPCC)[52]	SSP1-2.6	Future warming will be limited to below 2°C, and socioeconomic development will move toward a sustainable and low-carbon pathway. Physical risks are expected to be minor.	1.8°C
		SSP2-4.5	Future warming will be limited to below 3°C, with physical risks assessed as moderate.	2.7°C
		SSP5-8.5	Future warming may exceed 4°C, with socioeconomic development following a high-carbon pathway heavily reliant on fossil fuels. Physical risks are expected to be particularly severe.	4.4°C
Transition risks and opportunities	IEA	IEA NZE 2050	Achieving net-zero CO_2-equivalent emissions by 2050 without relying on emissions reductions outside the energy sector. Under this scenario, global temperature rise by 2100 would be limited to within 1.5°C.	1.5°C
		IEA APS	Taking into account all the latest and material national announcements as of the end of August 2024, with all countries implementing their national targets in a timely and comprehensive manner.	1.7°C
		IEA STEPS	Considering specific policies and measures that have been implemented or announced by governments as of the end of August 2024, as well as those currently being developed.	2.4°C

During the Reporting Period, we identified a list of climate-related risks and opportunities, covering three physical risks, five transition risks, and three opportunities. We assessed the impact of each risk and opportunity to identify prominent climate-related risks and opportunities. To further quantify their significance, we established climate impact assessment parameters to measure the extent to which each risk or opportunity may affect the Company's financial performance. The results indicate that, in the short term, the Company has no assets or business activities significantly affected by climate-related risks.

Risk Type	Climate-related Risk		Potential Impact	Time Horizon	Impact Level			Response Measures
					SSP1-2.6	SSP2-4.5	SSP5-8.5	
Physical Risks	Acute	Typhoons	Typhoon may damage the Company's infrastructure and affect the operational stability of the Company.	Short-term	Minor	Minor	Minor	**Infrastructure Optimization** We strengthen our production and storage facilities by making them flood- and typhoon-resistant, while also implementing inspection and maintenance routines to reduce the potential impact of extreme weather. **Emergency Response Capability Enhancement** We have assembled a dedicated team to oversee emergency drills related to physical risks. This team is responsible for developing emergency response plans, deploying early-warning systems, and conducting employee training. These efforts support a timely response and maintain operational continuity during unexpected events.
				Medium-term	Minor	Minor	Minor	
				Long-term	Minor	Minor	Minor	
		Floods	Equipment and assets were submerged by floods, resulting in fixed asset losses and affecting the stability of business operations.	Short-term	Minor	Minor	Minor	
				Medium-term	Minor	Minor	Minor	
				Long-term	Minor	Minor	Minor	
		Heatwaves	The increasing frequency of heatwaves may lead to decline in labor productivity.	Short-term	Minor	Minor	Minor	
				Medium-term	Minor	Minor	General	
				Long-term	General	General	Critical	

0-3%: Minor 3-5%: General >5%: Critical

Note: Correspondence between assessment parameter values and impact levels. This value represents the percentage of WuXi AppTec's assets vulnerable to physical risks, derived from the weighted average of regional meteorological disaster asset damage ratios and the Company's fixed asset distribution across locations.

Risk Type	Climate-related Risk		Potential Impact	Time Horizon	Impact Level			Response Measures
					NZE 2050	APS	STEPS	
Transition Risks	Policy and Legal	Increased pricing of carbon emissions	Carbon pricing, Carbon Border Adjustment Mechanism, and other regulations may continue to raise the cost of carbon emissions.	Short-term	Minor	Minor	Minor	Monitor the latest climate-related laws and regulations across all jurisdictions in which we operate, and strengthen energy management, take necessary energy-saving and carbon-reducing measures.
				Medium-term	Minor	Minor	Minor	
				Long-term	Minor	Minor	Minor	
	Technology	Costs to transition to lower emissions technology	With the progress of energy and low-carbon transition, increases in the investment of new low-carbon technologies are needed, which may affect the existing operation models.	Short-term	Minor	Minor	Minor	Conduct comprehensive feasibility studies and risk assessments to ensure the efficient implementation of measures such as process optimization, equipment upgrade, infrastructure renovation, and technological innovation while ensuring business continuity.
				Medium-term	Minor	Minor	Minor	
				Long-term	Minor	Minor	Minor	
	Market	Changing customer behavior	Recently, an increasing number of customers have set carbon targets for their value chain, demanding carbon emissions reduction contributions from the entire value chain, and insufficient alignment with customers' requirements could lead to potential impact on collaboration with customers.	Short-term	Minor	Minor	Minor	Actively engage in dialogue and cooperation with customers to understand their requirements for the Company's carbon emissions reduction performance. Establish carbon emissions reduction targets and strategies and implement related measures.
				Medium-term	Minor	Minor	Minor	
				Long-term	Minor	Minor	Minor	
		Increased cost of raw materials	Suppliers gradually establish their own carbon emissions reduction plans, resulting in an increase in raw material costs.	Short-term	Minor	Minor	Minor	Carry out supplier low-carbon collaboration projects and continue to explore the possibility of supply chain decarbonization.
				Medium-term	Minor	Minor	Minor	
				Long-term	Minor	Minor	Minor	
	Reputation	Increased stakeholder concern	Stakeholders are paying growing attention to companies' climate action and progress, where slow progress may undermine the Company's reputation, which could impact its financial performance.	Short-term	Minor	Minor	Minor	Establish climate-related risk management process, implement corresponding measures, and maintain transparent disclosure.
				Medium-term	Minor	Minor	Minor	
				Long-term	Minor	Minor	Minor	

0-3%: Minor 3-5%: General >5%: Critical

Note: Correspondence between assessment parameter values and impact levels This value represents the percentage of WuXi AppTec's anticipated revenue or capital expenditures that are vulnerable to transition risks, relative to its total revenue or costs. In our transition risk assessment, we use a carbon pricing model to evaluate the potential financial impact of carbon pricing on operational decarbonization costs under different future scenarios. The assumed carbon price per tonne for the period 2026-2050 is as follows: NZE 2050 scenario: RMB 999.94 - 7,542.28; APS scenario: RMB 78.92-377.50; STEPS scenario: RMB 67.72-3,093.63.

Opportunity Type	Climate-related Opportunity	Potential Impact	Time Horizon	Impact Level			Response Measures
				NZE 2050	APS	STEPS	
Resource Efficiency	Enhancement of Energy Efficiency	Promote energy-saving technological transformation and optimize the level of energy management to enhance the efficiency of energy use, thereby reducing energy costs	Short-term	Minor	Minor	Minor	Use our online monitoring system and other tools for data analysis and decision-making to optimize energy management and support energy saving and consumption reduction. Apply practices such as process optimization, equipment upgrade, infrastructure renovation, and technological innovation to improve energy use efficiency.
			Medium-term	Minor	Minor	Minor	
			Long-term	Minor	Minor	Minor	
Energy Source	Increase in the Proportion of Renewable Energy Usage	Increasing the proportion of renewable energy usage can reduce the Company's dependence on fossil fuels, avoid the impact of fossil fuel price fluctuations, and help the Company build a green and low-carbon brand image	Short-term	Minor	Minor	Minor	Implement renewable energy through the purchase of green electricity and the installation of solar photovoltaic power generation facilities to continuously increase the proportion of renewable energy usage.
			Medium-term	Minor	Minor	Minor	
			Long-term	Minor	Minor	Minor	
Products and Services	Increased Demand for Low-carbon Products	Customers increasingly favor low-carbon options, companies' low-carbon and environmental protection achievements can lead to a significant competitive advantage	Short-term	General	Critical	Critical	Adopt green chemistry and other measures to reduce the environmental impact of our products and services.
			Medium-term	General	Critical	Critical	
			Long-term	General	Critical	Critical	

0-3%: Minor 3-5%: General >5%: Critical

Note: Correspondence between assessment parameter values and impact levels. This value represents the percentage of WuXi AppTec's anticipated revenue or anticipated capital expenditure vulnerable to transition opportunities relative to its total revenue or total costs.

Furthermore, we assessed the Company's expenditure levels related to managing climate-related risks and opportunities over different time horizons and climate scenarios. Employing external professional databases and models, we estimated potential expenditure amounts under various future scenarios.

Time Horizon	Capital Expenditures Intensity of Physical Risks			Capital Expenditures Intensity of Transition Risks and Opportunities		
	SSP1-2.6	SSP2-4.5	SSP5-8.5	NZE 2050	APS	STEPS
Short-term	Minor	Minor	Minor	Minor	Minor	Minor
Medium-term	Minor	Minor	Minor	Minor	Minor	Minor
Long-term	Minor	Minor	Minor	Minor	Minor	Minor

0-3%: Minor 3-5%: General >5%: Critical

Note: The correspondence between the values of the assessment parameters and the intensity of capital expenditures. These values represent the percentage of WuXi AppTec's capital expenditures and investments associated with addressing climate-related risks and opportunities.

Impacts, Risks and Opportunities Management

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

Risk Identification and Assessment

We have identified climate-related risks and opportunities relevant to the Company and generated a list, taking into account the industry characteristics and the views of stakeholders and external experts. In addition, we review and update the risk list based on the global climate-related guidance and regulations, climate-related requirements from our customers and the Company's low-carbon planning. Each identified risk or opportunity is assessed qualitatively and quantitatively for likelihood, severity (risk analysis only) and relevance to generate the impact assessment. Global Climate Modelling (GCM)[53] and Geographic Information System (GIS)[54] data are used to assess and estimate physical risk. Regarding transition risks, we systematically incorporate stakeholder perspectives, including external experts, senior management, and department leaders, to define risk assessment methodologies and data sources. This stakeholder engagement process ensures methodologies are aligned with operational realities while maintaining methodological scientific soundness and reliability.

Risk Prioritization and Response

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

Risk Monitoring and Control

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

Drive Energy Efficiency Improvement

Improving energy efficiency stands as one of the pivotal methods WuXi AppTec employs to implement low-carbon strategies and address climate change. We are making substantial advancements in energy efficiency through energy management system optimization, procedure improvements, technology optimization and digital enablement, with additional measures implemented across operations.

The Company offers comprehensive guidance on energy management at the site level through a general energy management framework. Based on the guidance, each main site has formulated its own tailored SOPs for energy management, with the main goal of implementing various measures to effectively reduce energy consumption and GHG emissions. The energy management departments identify and validate replicable opportunities for improving energy performance while facilitating the sharing of exemplary energy-saving cases across the Company. In addition, we encourage our employees to propose innovative management solutions and explore more effective energy management practices. Currently, some of our sites have obtained ISO 50001 Energy Management System certification, and we will expand the certification coverage in a phase and orderly.

In addition, we strengthen energy efficiency management by employing an online monitoring system to track and analyze energy efficiency data across our main sites. This enables us to promptly detect and address anomalies in energy consumption, while establishing a foundational system and comprehensive database to support ongoing energy efficiency improvement initiatives.

Building on our energy management system and digital enablement, WuXi AppTec proactively explores and applies practices such as process optimization, equipment upgrade, infrastructure renovation, and technological innovation. For key equipment procurement, we require suppliers to disclose their Energy Efficiency Index (EEI)[55] in energy proposals and quotations and give preference to equipment with better EEI. In terms of equipment upgrade and technological iterations, we extensively employ variable-frequency mode in electrical equipment to deliver enhanced energy efficiency and energy savings. Additionally, we utilize waste heat recovery technology to reduce fuel consumption.



Equipment Upgrade and Operational Optimization Projects

The Company enhances energy efficiency by systematically implementing equipment upgrades and optimizing operational parameters. At the Changshu site, operational optimization and variable frequency drive retrofits were implemented for key energy-consuming equipment, such as ethylene glycol circulation pumps, chillers, air compressors, and workshop supply and exhaust ventilation systems. These changes effectively reduced electricity consumption. At the Taixing site, the ethylene glycol transfer system was optimized by eliminating secondary workshop transfer pumps and implementing variable frequency control for fans. At the Jinshan site, variable frequency, energy-saving retrofits were carried out for circulation pumps. The Waigaoqiao site upgraded its air-conditioning systems with high-efficiency equipment. The Couvet and Wuxi sites optimized fan and air conditioning system operating modes, reducing energy consumption from air conditioning exhaust systems and the steam usage. These projects are expected to deliver annual savings of approximately 4,937 MWh of electricity and 3,890 tonnes of steam.

Waste Heat Recovery and Thermal Energy Optimization Projects

The Company continues to implement waste heat recovery and thermal energy optimization across production and utility systems to improve overall energy efficiency and reduce the consumption of purchased electricity and steam. At the Changzhou site, waste heat recovery devices were installed on air compressor units in the utility center. The recovered heat is used for the site's HVAC hot water system. The Suzhou and Nantong sites installed heat recovery systems on laboratory air conditioning units. The Couvet site utilized waste heat recovery from chiller units to produce hot water. These projects are expected to deliver annual savings of approximately 2,585 MWh of electricity and 19,104 tonnes of steam.

Lay Out the Energy Transition

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

To ensure effective and sustainable progress, WuXi AppTec has established an energy transition framework that guides our gradual fulfillment of the energy transition through measures such as purchasing renewable electricity and installing photovoltaic power generation facilities. During the Reporting Period, we advanced the installation of photovoltaic power generation facilities in our main sites, generating 4,061.06 MWh of electricity throughout the year. Meanwhile, WuXi AppTec procured 297,961.70 MWh of renewable electricity, purchased renewable electricity accounted for 34.21% of our total operational electricity consumption.

Distributed Photovoltaic and Energy Storage Project

The Company continues to expand the use of renewable energy by developing distributed photovoltaic systems at qualified sites, thereby enhancing renewable energy generation capacity. Distributed photovoltaic systems have been installed across multiple sites, including Couvet, Jinshan, Taixing, Wuxi, Suzhou, Wuhan, and Nantong, on the rooftops of laboratory and utility buildings as well as carports. The Wuxi site is additionally equipped with energy storage systems, enabling self-consumption with surplus power regulation, which effectively reduces electricity costs and enhances energy flexibility. Existing photovoltaic generated 4,061.06 MWh of electricity during the Reporting Period, and reduced carbon emissions by about 2,475 tonnes.



Develop Low-carbon Design

At WuXi AppTec, we prioritize integrating sustainability into our front-end process design. We recognize the importance of adopting eco-friendly design principles that minimize environmental impact while maximizing efficiency. Our R&D teams incorporate sustainable philosophies into their workflows, ensuring that every design meets the quality standards and aligns with our green design objective.

We are exploring ways to integrate low-carbon considerations into our design and development processes. Depending on the needs and feasibility of each project, we assess options such as selecting materials with a lower environmental impact, refining synthetic approaches to improve resource use, and considering solvent alternatives in selected pilots that may help reduce consumption and waste. Furthermore, we evaluate opportunities to adopt reaction conditions that could lower energy demand. Ultimately, through continuous innovation, we strive to deliver effective, environmentally responsible solutions.

Collaborate with Low-carbon Partners

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

Purchased goods and services account for over 80% of our Scope 3[56] emissions, making them the most significant source within our value chain. Accordingly, raw material decarbonization has become a key pillar of our strategy to achieve the 2030 Scope 3 emissions reduction target. We implemented a series of specialized low-carbon initiatives across our supply chain to strengthen supplier engagement and drive decarbonization through both capacity building and management improvements.

In terms of supplier capacity building, we provide training to suppliers to raise their awareness of low-carbon principles and guide them in applying low-carbon initiatives in the production and supply of raw materials. This ensures the effective implementation of decarbonization measures within our value chain.

In 2025, we made further progress on our low-carbon procurement initiatives by exploring low-carbon material options and deepening collaboration with suppliers to advance our supply chain decarbonization pathway. We established a tiered management approach that classifies suppliers according to their carbon performance and sets differentiated emissions reduction requirements to promote continuous improvement. We collect primary carbon data, including site-level emissions information, for a subset of significant suppliers with substantial emissions reduction potential to obtain more accurate insights into their decarbonization progress. Additionally, we are gradually incorporating products and services carbon footprints into our supplier evaluation and decision-making processes. This approach provides a clearer understanding of suppliers' environmental performance and fosters closer collaboration in advancing sustainability efforts.

Supplier Low-Carbon Awareness and Capability Development

During the Reporting Period, WuXi AppTec conducted climate capability-building training with significant suppliers, focusing on enhancing their understanding of low-carbon development and practical ways to reduce emissions across the value chain. The sessions explained the rationale behind science-based carbon targets, shared exemplary corporate practices, and provided guidance on aligning supplier operations with the Company's carbon reduction expectations. Suppliers strengthened their ability to manage and reduce carbon emissions by participating in these discussions, thereby contributing to the development of a more sustainable, low-carbon supply chain.

Advocate a Low-carbon Culture

WuXi AppTec is dedicated to fostering a culture of climate awareness within the Company. We believe that advocating for a low-carbon culture is crucial for driving sustainable practices. To this end, we provide comprehensive training covering a wide range of topics, such as environmental protection, energy efficiency management, and waste reduction and recycling, to educate our employees on the importance of sustainability.

Company-Wide Training on Energy Conservation and Emissions Reduction Awareness

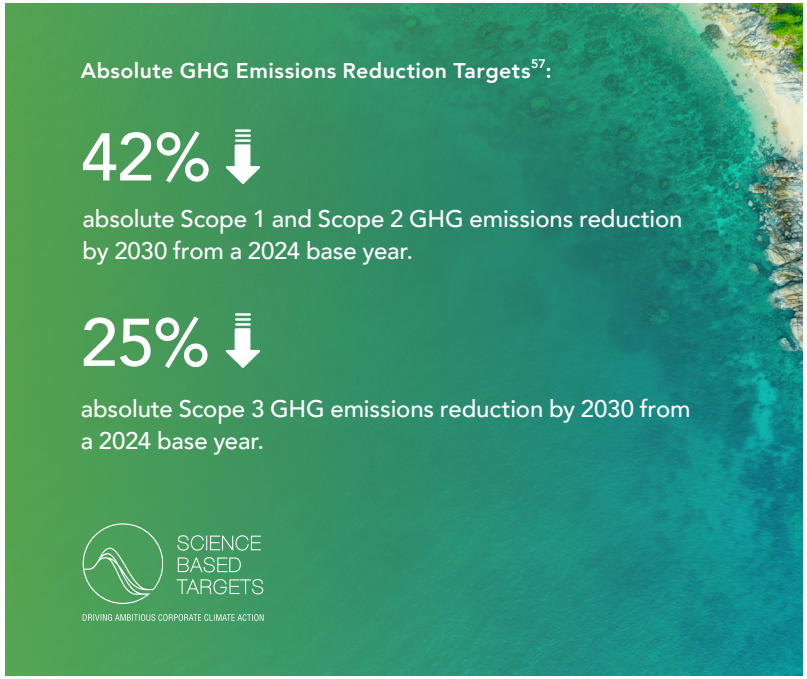
During the Reporting Period, the Company conducted environmental compliance training for all employees, with sessions promoting environmental protection and low-carbon development. The training included a detailed explanation of the Company's science-based carbon targets and instructed participants on how to conserve energy and reduce emissions. Employees were also instructed on green office practices, such as waste recycling, energy-efficient lighting upgrades, and using online meetings, to encourage employees to contribute to reducing waste and conserving energy in our business operations.

Sustainability Goals and Performance

WuXi AppTec has systematically conducted accounting and inventory of GHG emissions and energy consumption since 2020. The Board of Directors and the Strategy Committee oversee the overall progress of our GHG reduction targets on a quarterly basis, while the Sustainability Office is responsible for reviewing the implementation and effectiveness of these initiatives across our sites.

During the Reporting Period, while maintaining the original Scope 1 and Scope 2 intensity target, we additionally formulated absolute GHG emissions reduction targets covering Scopes 1, Scope 2 and Scope 3 in accordance with the *SBTi Corporate Near-Term Criteria (Version 5.2)*, and the targets were subsequently validated by the *SBTi*.

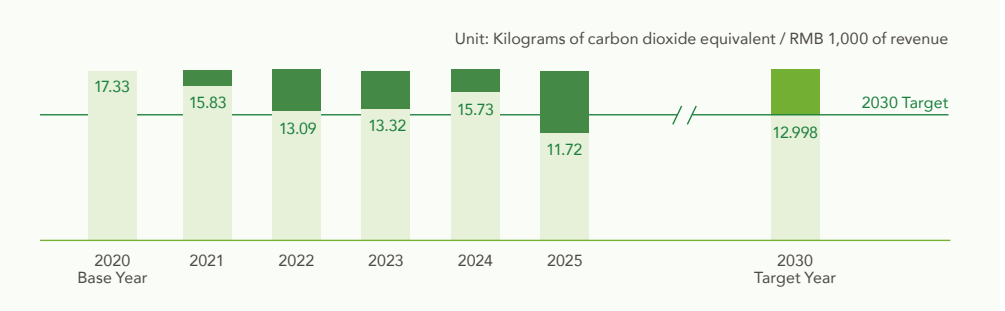
These targets apply to entities under WuXi AppTec's operational control. The coverage rate is 100% for Scope 1 and Scope 2 and 80.34% for Scope 3 at baseline. This encompasses the categories that are most relevant to our emissions reduction strategy: Category 1 (purchased goods and services) and Category 3 (fuel- and energy-related activities).



To improve the efficiency and traceability of GHG accounting, we implemented a Sustainability Information System. This system enables us to routinely monitor data submitted by our main sites and ensures that our GHG calculations are consistent with the methodologies prescribed by the *GHG Protocol*. Meanwhile, we continue to improve the quality of our GHG emissions inventory. Regarding emission factors, we carefully consider the transparency and credibility of data sources, as well as the relevance and timeliness of quantification models and activity data. Based on these principles, we adopt emission factors offering the highest possible levels of accuracy, reliability, and timeliness. To increase the proportion of supplier-specific primary data, we conduct supplier training and optimize data collection procedures. We obtain activity data directly from suppliers wherever feasible to ensure that our emissions more accurately reflect actual conditions.

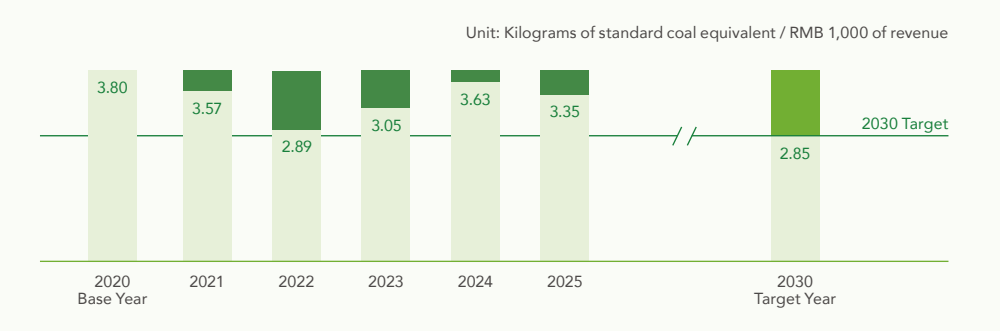
GHG Emissions Intensity Reduction Target

25% reduction in Scope 1 and Scope 2 GHG emissions intensity by 2030 compared to the 2020 baseline.

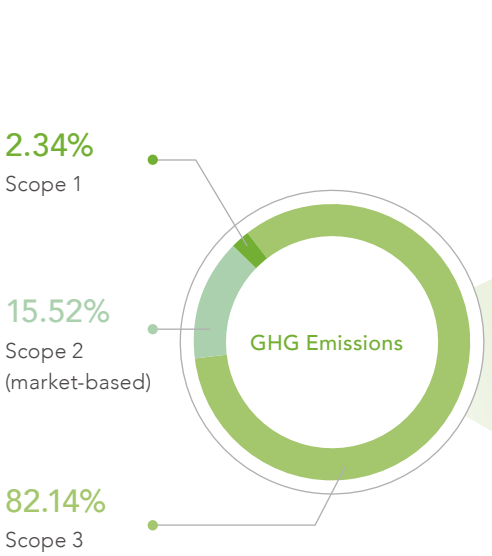


Energy-saving Intensity Reduction Target

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



Based on our comprehensive carbon inventory, direct emissions (Scope 1)[58] accounted for 2.34% of total GHG emissions, market-based indirect emissions (Scope 2)[59] comprised 15.52% of total GHG emissions, and other indirect emissions (Scope 3) contributed to 82.14% of total GHG emissions.



Emission Overview



- 82.04%
  Category 1: Purchased goods and services
- 10.64%
  Category 2: Capital goods
- 3.05%
  Category 3: Fuel- and energy-related activities
- 0.85%
  Category 4: Upstream transportation and distribution
- 0.20%
  Category 5: Waste generated in operations
- 0.92%
  Category 6: Business travel
- 1.12%
  Category 7: Employee commuting
- 0.09%
  Category 9: Downstream transportation and distribution
- 0.57%
  Category 10: Processing of sold products
- 0.003%
  Category 12: End-of-life treatment of sold products
- 0.07%
  Category 13: Downstream leased assets
- 0.45%
  Category 15: Investments

Emissions and Waste Management

Why It Matters

WuXi AppTec recognizes the critical importance of compliance with emissions and waste management regulations, proactively responding to increasingly stringent regional regulatory requirements. Effective emissions and waste management also contributes to maintaining trust-based relationships with key stakeholders, including local communities and regulatory bodies, supporting the Company's sustainable and stable operations.

Our Commitment

We consistently adhere to applicable laws and regulations at all sites. We are committed to minimizing the generation of emissions and waste at the source, reducing our environmental impact, and collaborating with key stakeholders to drive environmental improvement, while ensuring that our operational emissions and waste remain compliant year over year.

Governance

To ensure compliance with emissions and waste-related laws and regulations at all sites, WuXi AppTec has established a comprehensive governance structure. The Executive Committee regularly reviews the Company's performance regarding emissions and waste to ensure relevant rules and activities are implemented and supervised. The Sustainability Committee reviews environmental policies and oversees specific strategies and policies related to emissions and waste management. The Sustainability Office and the Sustainability Working Group support the establishment of emissions and waste reduction targets and monitor compliance with emissions levels and the implementation of reduction initiatives across all sites. Guided by relevant internal policies and the management system, our EHS Committee and related task forces take action to upgrade treatment and disposal facilities, optimize processes, and reduce waste at the source to ensure full compliance and enhanced reduction efficiency. During the Reporting Period, our sites further established dedicated task forces and designated on-site management personnel for targeted initiatives, enhancing the precision and detail of our management oversight.

Strategy

Guided by our *Environmental Policy*, WuXi AppTec formulates standardized policies in emissions and waste management across all sites, and forming a comprehensive and systematic management system. During the Reporting Period, all our main sites updated, refined, or optimized existing policies and procedural documents related to emissions and waste management, as well as emergency response. We conduct comprehensive environmental monitoring to ensure the compliance of wastewater discharge, waste gas emission, and the storage, treatment, and disposal of waste at all sites. Building on this foundation, we implement emissions and waste reduction measures to minimize environmental impacts. We have established an emission and waste inspection checklist to detail the specific responsibilities of each department and the inspection tasks to be conducted regularly. Internal and external audits of the environmental management system are performed to ensure its effective implementation. All inspection and audit findings are properly documented, effectively addressed, and leveraged to drive continuous improvement in management practices. Moreover, we strive to enhance employee awareness of reduction through environmental training.

Impact Analysis	Affected Stakeholders	Description	Impact Type
Wastewater Management	Employee	Through proactive training programs on wastewater treatment and reduction, our employees' environmental awareness and responsibility toward wastewater management can be strengthened.	Potential Positive
	Natural Environment	Inadequate wastewater management can have adverse effects on aquatic ecosystems, possibly leading to water-related public health issues.	Potential Negative
Air Emission Management	Employee	Our employees' environmental awareness and responsibility toward air emission management can be strengthened through proactive training programs on waste gas treatment and emissions reduction.	Potential Positive
	Natural Environment	Inadequate implementation of air emission management can have adverse effects on ecosystems, possibly leading to public health issues.	Potential Negative
Waste Management	Employee	Through proactive training programs on waste treatment and reduction, our employees' environmental awareness and responsibility toward waste management can be strengthened.	Potential Positive
	Natural Environment	Inadequate implementation of waste management, especially hazardous waste management, can have adverse effects on ecosystems, possibly leading to public health issues.	Potential Negative

Risk and Opportunity Analysis	Type	Description	Time Horizon
Wastewater Management	Risk	Environmental incidents, including non-compliance in wastewater and water pollutants discharge, can lead to regulatory penalties, legal actions, or public concern, thereby increasing the Company's operating costs.	Short / Medium / Long Term
Air Emission Management	Risk	Environmental incidents, including noncompliance with air pollution emission regulations, can lead to regulatory penalties, legal action, and public concern. These consequences can increase the Company's operating costs.	Short / Medium / Long Term
Waste Management	Opportunity	The Company can achieve greater operational efficiency and reduce its environmental footprint by optimizing solid waste at-source management, enhancing waste recycling, and adopting cleaner production technologies.	Short / Medium / Long Term

Impacts, Risks and Opportunities Management

Building on a comprehensive environmental management system that covers all main sites, WuXi AppTec implements end-to-end control of total emissions and waste generation and treatment, as well as monitoring and control of key water and air pollutants. This allows us to avoid compliance risks and minimize environmental impacts.

Our emissions and waste management process involves identifying potential hazards, collecting relevant information, and assessing the associated risks based on their type, magnitude, and duration. Appropriate control measures are then determined in accordance with the hierarchy of control, elimination, substitution, engineering and administrative controls. Throughout the process, relevant documentation is maintained, and risk control measures are regularly reviewed and refined to ensure continuous improvement in risk mitigation.

Risk and Opportunity	Management System	Monitoring Process
Wastewater Management	• Standardized emissions and waste policies across all sites. • ISO 14001 certified environmental management systems at main sites. • Adherence to *PSCI Principles* to ensure industry-aligned practices across the supply chain.	• **Regular monitoring:** We perform daily manual testing and operate a real-time online monitoring system to track wastewater quality and pollutant discharge. As required by the environmental impact assessment (EIA)[59], we engage certified third parties to perform regular independent monitoring to ensure compliance and verify the results. • **Emergency response:** The Company adopts a risk-based approach to wastewater management, following industry practices recommended by PSCI, and integrating the enhancement of risk awareness with the development of emergency response capabilities. Site-specific emergency response plans have been established at main sites. Wastewater-focused training and emergency drills are conducted to support the effective implementation of these response plans in daily operations and to strengthen preparedness for potential wastewater-related incidents.
Air Emission Management		• **Online monitoring:** We deploy online monitoring systems for air emissions at main sites. These systems enable us to comprehensively monitor and analyze emission data in order to identify potential reduction opportunities. • **Routine monitoring:** We conduct routine monitoring of emissions to ensure timely oversight and compliance with relevant environmental requirements. • **Third-party testing:** We engage certified third parties to perform regular air emission testing across main sites, providing independent evidence to substantiate the compliance of our emissions. • **Risk awareness training:** The Company incorporates air emission management risk awareness into routine management practices, and conducts targeted training on air emission management at main sites, complemented by focused emergency drills. These activities strengthen the effective application of emergency response procedures and help strengthen preparedness for potential air emission
Waste Management		• **Full lifecycle monitoring of hazardous waste:** To ensure compliance, we establish comprehensive classification, labeling, and recording mechanisms at main sites for end-to-end tracking of hazardous waste. We develop dedicated management processes for each type of hazardous waste generated by the Company, covering its generation, storage, transportation, and disposal. For the transportation and disposal stages in particular, we engage certified third-party hazardous waste disposal agencies to ensure that all waste is treated and disposed of safely and in compliance with all applicable regulations. • **Regular monitoring for compliance of non-hazardous waste:** We establish a strict monitoring system to ensure that the daily collection and storage, regular cleaning, and third-party treatment, disposal, and recycling of non-hazardous waste, are all conducted in compliance with relevant laws and regulations. • **Risk awareness training:** The Company provides ongoing risk awareness training for hazardous waste management and conducts necessary emergency drills to support effective process implementation and enhance risk control capabilities. Structured training is also provided for domestic and general industrial solid waste management to ensure proper execution of processes and adherence to management requirements at main sites.

Wastewater Management

WuXi AppTec strictly abides by wastewater discharge and water pollutant-related laws and regulations to employ its management system.

The wastewater generated from our facilities mainly comprises domestic sewage discharged via municipal networks and industrial effluent produced during R&D and manufacturing processes. Key indicators for monitoring our water pollutants include chemical oxygen demand (COD)[61], ammonia nitrogen (NH_3-N)[62], pH and potential trace amounts of residual APIs inherent to our operations. We strictly prohibit the direct release of untreated effluent to natural water courses and excessive wastewater discharge. We implement comprehensive measures to ensures that all wastewater undergoes proper treatment and meets relevant water quality standards and requirements prior to discharge into municipal networks.

Key Measures in Wastewater Management

Wastewater Classification and Collection

Wastewater is collected according to type, including sanitary wastewater, light wastewater, and concentrated wastewater, with targeted management of key indicators to ensure proper handling before discharge.

On-site Wastewater Treatment

Our on-site wastewater treatment plants (WWTPs) [63] employ eco-friendly pretreatment, aerobic and anaerobic treatment, and sedimentation processes to ensure that wastewater is properly treated before discharge at all main sites.

Qualified Treatment and Discharge

Following compliant wastewater treatment, we engage certified third parties for further treatment, ensuring that discharges comply with regulatory limits and that the impact on nature is minimized.

We recognize the potential risks posed by pharmaceutical residues in the environment and are committed to minimizing environmental impact and exposure. We have formulated the *API Discharged into Water Bodies Control* policy and implemented a science-based wastewater management measures to minimize the risk of Pharmaceuticals in the Environment (PiE)[64]. We regularly calculate the predicted environmental concentration (PEC)[65] of APIs and compare it with the predicted no-effect concentration (PNEC)[66] to assess potential environmental impact. This allows us to effectively monitor and control the release of APIs. All relevant sites undergo regular audits to ensure compliance with API discharge limits. Additionally, we engage certified vendors or suppliers to handle wastewater containing APIs, ensuring that the impact on nature is minimized.

Furthermore, WuXi AppTec promotes technology-led initiatives at all main sites to reduce the total volume of wastewater and enhance treatment efficiency, thereby improving overall operational performance. During the Reporting Period, we continued to focus on process optimization, equipment upgrade and technical improvements as key management levers.

Wastewater Discharge and Water Pollutants Reduction Projects

WuXi AppTec has made continuous progress on projects aimed at reducing wastewater discharge and water pollutant emissions, systematically enhancing wastewater treatment efficiency. In terms of process optimization, the Wuxi site has reduced the operating hours of its water production system by transitioning from continuous to intermittent water supply, contributing to significant wastewater reduction. The Taixing site optimized drainage cycles based on the water quality in the scrubber tower, and extended these measures to newly commissioned workshops, further reducing wastewater generation. During the Reporting Period, the sites collectively decreased wastewater discharge by approximately 59,280 tonnes.

In terms of equipment upgrades, the Jinshan site optimized its cation dosing method to improve sludge settling performance and stabilize effluent water quality. This resulted in a reduction of approximately 11.72 tonnes of COD and 0.23 tonnes of NH_3-N emissions compared to the previous year. Meanwhile, the Chengdu and Suzhou sites upgraded their wastewater treatment systems and increased capacity, significantly lowering pollutant concentrations and improving operational stability. These efforts support the achievement of long-term compliant wastewater discharge.

During the Reporting Period, WuXi AppTec's wastewater monitoring and risk management systems operated effectively, with no significant deficiencies identified, and no critical cases of non-compliance with applicable regulations on the discharge of wastewater or water pollutants occurred.

Air Emission Management

WuXi AppTec strictly complies with laws and regulations related to air pollution prevention in conducting air emissions management, and is committed to reducing our air emissions.

Our air emissions mainly originate from our R&D and manufacturing activities. Key pollutants involved include volatile organic compounds (VOCs)[67], nitrogen oxides (NO_x)[68], sulfur dioxide (SO_2)[69], carbon monoxide (CO)[70], hazardous air pollutants (HAPs)[71], persistent organic pollutants (POPs)[72], particulate matter (PM)[73] and API dust particles. We adopt tailored treatment measures across all stages of exhaust gas generation to ensure regulatory compliance. We also proactively implement emissions reduction initiatives to minimize our impact on the atmospheric environment.

Key Measures in Air Emission Management

Source Control

Incorporate the reduction of potential air emissions into the criteria for green process design and green technology adoption, minimizing the use of material that may contribute to air pollution.

Process Control

Implement enclosed technologies, local exhaust ventilation (LEV)[74] and proper containment in main processes to reduce fugitive emissions.

Terminal Treatment

Employ air pollution control equipment including activated carbon adsorption units, high-efficiency particulate air (HEPA)[75] filters, scrubber, and regenerative thermal oxidizers (RTOs)[76] to ensure compliant emissions.

On the basis of ensuring compliance in air pollutants emissions, we implement air emissions reduction initiatives during the Reporting Period with a focus on process optimization.

Air Emissions Reduction Projects

WuXi AppTec strengthened centralized collection and end-of-pipe treatment capabilities by effectively utilizing RTO and thermal oxidizer (TO)[77] technologies across our sites. At the Changzhou site, wastewater treatment and exhaust gases from key production equipment were directed to the RTO system, and sealing improvements were implemented to reduce fugitive emissions. The Jinshan site optimized non-methane hydrocarbons (NMHC)[78] control across production workshops and increased RTO operational capacity while refining key operational procedures to lower exhaust concentrations. The Taixing site adjusted wastewater station recirculation and halogenated exhaust collection, treating gases through a TO incineration system to improve efficiency. The Suzhou site added scrubbers to its exhaust treatment facilities to provide secondary treatment, reducing ammonia emissions and odor intensity. During the Reporting Period, the sites collectively reduced NMHC emissions by approximately 4.03 tonnes.

During the Reporting Period, WuXi AppTec's air emissions monitoring and risk management systems operated effectively. No significant deficiencies were identified, and there were no critical cases of non-compliance with applicable regulations regarding air pollutant emissions.

Waste Management

WuXi AppTec strictly adheres to laws and regulations regarding waste management including waste classification, collection, storage, transportation, disposal and recycling. These standards are applied across all sites and integrated into our management procedures for both hazardous and non-hazardous waste.

Substances of concern related to our operations include hazardous and non-hazardous waste as defined by relevant waste regulations. Our hazardous waste includes laboratory waste liquids, waste organic solvents, waste activated carbon, and sludge from wastewater treatment as well as biological, medical, and pharmaceutical waste generated during R&D and manufacturing. Non-hazardous waste generated from our operations includes industrial solid waste (such as hardware, fixed assets, office furniture) and general industrial waste (including glass and wood, construction debris, and domestic office waste). We implement targeted waste management measures and conduct ongoing oversight and regular audits of relevant treatment processes to ensure compliance with the characteristics and requirements of hazardous and non-hazardous waste. During the Reporting Period, all hazardous waste generated at the Company's main sites was disposed of by qualified third-party service providers in accordance with applicable laws and regulations.

Key Measures in Non-hazardous Waste Management

We have developed non-hazardous waste management processes at all sites to ensure compliance, including:

- Daily collection and transportation of domestic waste to sanitation stations.
- Regular cleaning and maintenance of the temporary storage areas for non-hazardous industrial solid waste.
- Contracting certified third parties to treat, dispose of and recycle non-hazardous industrial solid waste.



Key Measures in Hazardous Waste Management

Biohazardous Waste[79]	We established a Biosafety Committee to oversee the implementation of our biosafety management measures, including specific initiatives to control biohazardous wastes as one of our hazardous wastes, and prevent their impact on the environment. • Equipping our sites and laboratories handling biohazardous wastes with Biosafety Level-2 Laboratories, which are capable of conducting safe and compliant routine disposal of biohazardous wastes. • Conducting regular biosafety risk assessments across relevant activities in our operations, focused on the safe handling of biohazardous wastes.
Waste Contaminated with Hazardous Chemicals	At our main sites, we strictly record all waste contaminated with hazardous chemicals, including packaging materials, personal protective equipment (PPE)[80], consumables, and expired or degraded chemicals. These materials are collected, sorted, and managed via a life-cycle chemical management system to ensure proper handling through cross-functional coordination and oversight. The EHS department regularly inspects site-level management and selects qualified disposal suppliers or vendors. All contaminated waste is transferred to these third parties for compliant disposal and labeled according to post-disposal requirements.

In addition to ensuring compliance with waste management regulations, we prioritize waste reduction to minimize our environmental impact. During the Reporting Period, we continued to advance source reduction projects alongside our recycling initiatives to achieve greater operational efficiency and contribute to a cleaner environment.

Hazardous Waste Reduction Projects

WuXi AppTec has advanced hazardous waste reduction initiatives by focusing on minimizing the generation of high-concentration wastewater and sludge through process optimization, equipment upgrades, and operational improvements. These efforts have enhanced waste management efficiency and reduced disposal costs. At the Wuxi site, the definition of high-concentration wastewater was further clarified and management measures were optimized to effectively reduce the discharge volume of high-concentration wastewater. The Taixing site used distillation, extraction, and phase separation processes to make some of the high-concentration wastewater compliant before sending it to the on-site wastewater treatment facility. The Changzhou site optimized operational parameters and on-site procedures for sludge drying equipment, improving equipment efficiency, reducing sludge moisture content, and lowering outsourced disposal volumes. Additionally, the Taixing site modified part of its adjustment tank to a hydrolytic acidification mode, enhancing system treatment capacity and reducing sludge generation further. During the Reporting Period, these measures collectively reduced high-concentration wastewater by approximately 10,783.6 tonnes and sludge by 117.96 tonnes, effectively improving environmental performance.

By adopting pioneering green technologies and advanced processes, we minimized chemical inputs, helping us to reduce hazardous waste generated across our operations.

Continuous Manufacturing

Since 2014, we have been implementing continuous manufacturing. Our end-to-end platform now offers continuous production capabilities for over 60 reaction categories across more than 35 lines catering to various project needs.

During the Reporting Period, we supported over 150 global customers across 600 steps, producing over 650 tonnes of compounds. By minimizing reagent, solvent, and catalyst usage, continuous manufacturing significantly reduces waste and environmental impact.

As of the end of the Reporting Period, we have reduced waste emissions by over 8,000 tonnes through the application of continuous manufacturing. Furthermore, we have actively expanded the application of green technologies including photoflow chemistry and continuous hydrogenation, which have been utilized in the scaled-up production of over 100 different intermediates.

Enzyme Technology

We have significantly upgraded our integrated enzyme catalysis platform, which encompasses screening to production, and expanded our enzyme library to over 3,500 enzymes with more than 250,000 variants for rapid screening. We have actively developed novel technologies, leveraging synthetic biology to establish multiple fermentation-based processes for the direct production of non-natural amino acids and APIs. We also have commissioned a new fermentation facility with a capacity exceeding 15,000 liters, increasing our fermentation production capability fourfold.

In the application of enzyme catalysis, we have established a platform for the enzymatic production of non-natural amino acids, successfully producing over 20 key non-natural amino acid molecules and peptides. Compared with traditional chemical routes, this technology reduces reaction steps, improves efficiency, and decreases organic solvent usage by more than 90%.

During the Reporting Period, we supported over 60 customers around the globe in more than 100 projects to utilize enzyme catalysis processes, effectively reducing organic solvent usage by approximately 2,000 tonnes.

During the Reporting Period, WuXi AppTec's waste monitoring and risk management systems operated effectively, with no significant deficiencies or critical cases of non-compliance with waste discharge regulations identified.

Sustainability Goals and Performance

Target

Achieve 100% ISO 14001 Environmental Management Systems certification across all main sites by 2030.

Progress

In 2025, 100% of our main sites have obtained the certification for ISO 14001 Environmental Management Systems.

Target

Achieve a minimum 50% recycling rate for regulated hazardous waste at API manufacturing sites by 2030.

Progress

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

Resource Management

Why It Matters

Resources serve as the indispensable foundation for human economic activities and daily life. However, the planet's resources are characterized by scarcity, regionality, and limited recyclability. Their abuse exacerbates the burden on both the ecological environment and human survival.

Through efficient resource management, WuXi AppTec promotes economic and environmental sustainability. Our primary resource includes water, raw materials, and packaging, etc. By promoting efficient water use and the circular utilization of materials, WuXi AppTec is able to comply with regulations and meet stakeholder expectations while reducing operational costs. Efforts to minimize water use and increase the reuse of raw and packaging materials help reduce environmental impact and enhance the efficiency of our operations.

Our Commitment

WuXi AppTec prioritizes responsible resource management. We are committed to operating every business segment - including R&D, production and operations - in a resource-responsible manner, continuously mitigating any potential risks linked to our business operations, actively improving resource utilization efficiency, and minimizing the environmental impact of our operations.

Water Stewardship

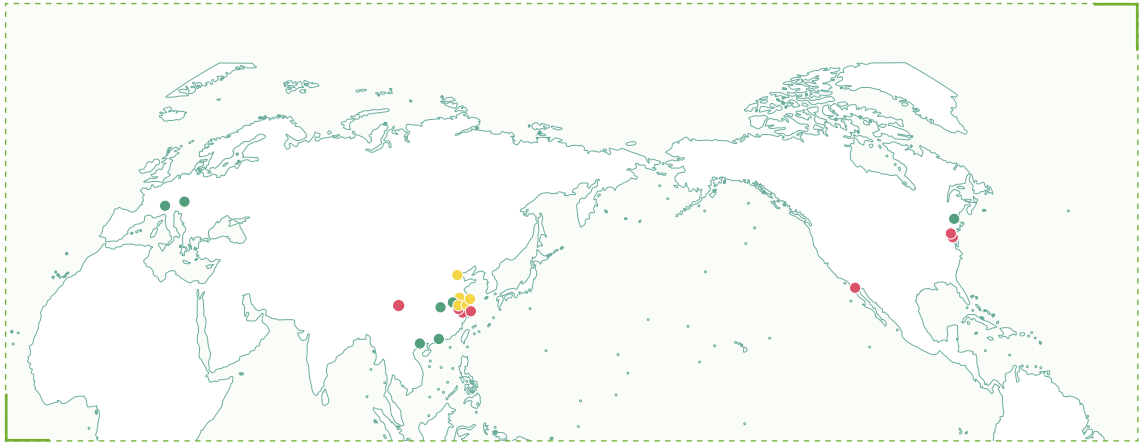
Water stewardship is essential to WuXi AppTec's business sustainability and conservation efforts. Our primary source of withdrawn water is the municipal water system, with use concentrated in R&D and manufacturing processes, including industrial cooling, purified water generation, washing, and cleaning. We develop targeted water management strategies based on fundamental water withdrawal and use patterns. Our *Environmental Policy* outlines the Company's commitment to optimizing the efficient use of resources in its business operations. Based on this principle, we identify and assess the various impacts, risks, and opportunities related to water resources in our business activities. We then incorporate these results into the planning of water resource management. We aim to reduce water use at each site on the condition that the water supply remains stable, while also enhancing water use efficiency across our operations through various technology-based promotion and optimization initiatives.

To identify, evaluate, and address water-related risks across our main sites, WuXi AppTec leverages data from the *World Resources Institute (WRI)*[81]. We attach importance to the dynamic changes in water resource risks and accordingly update our water risk levels annually to ensure our assessments remain valid.



Water Risk Map of WuXi AppTec's Main Sites

No.	Location	Water Stress Level
1	Chengdu, Sichuan, China	High
2	Cranbury, New Jersey, U.S.	High
3	San Diego, California, U.S.	High
4	Shanghai, China	High
5	Suzhou, Jiangsu, China	High
6	Changshu, Jiangsu, China	Medium
7	Changzhou, Jiangsu, China	Medium
8	Nantong, Jiangsu, China	Medium
9	Plainsboro, New Jersey, U.S.	High
10	Taixing, Jiangsu, China	Medium
11	Wuxi, Jiangsu, China	High
12	Couvet, Neuchatel, Switzerland	Low
13	Fangchenggang, Guangxi, China	Low
14	Guangzhou, Guangdong, China	Low
15	Munich, Bavaria, Germany	Low
16	Nanjing, Jiangsu, China	Low
17	Natick, Massachusetts, U.S.	Low
18	Tianjin, China	Medium
19	Wuhan, Hubei, China	Low



Foundations

- Establish a cross-functional water-management team.
- Examine water life-cycle, risks and opportunities at sites.
- Determine water management strategy, scope and targets.

Implementation

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

Optimization

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

Water Management Process of WuXi AppTec

Based on our water-related risk evaluations and guided by our water management process, WuXi AppTec implements company-wide and site-specific water management measures. These measures encompass water stability and resilience buildup, water-saving projects, and initiatives to engage local stakeholders.

Water Management Measures of WuXi AppTec

Ensure Stable Water Supply

- Regularly conduct water balance tests, inspect pipeline integrity, and adjust water supply system loads as needed.
- Optimize the external water procurement mechanisms to ensure water availability at our main sites during emergencies.

Advance Water Conservation

- Promote source control and equipment upgrade.
- Deploy an online water management system to automate water data collection, provide real-time alerts for abnormalities, and generate regular water-use reports.

Stakeholders Engagement

- Our key local stakeholders regarding water management include regulatory authorities and business partners involved throughout the project lifecycle, including construction, expansion, and renovation.
- We incorporate stakeholders feedback into our decision-making process to minimize the impact of our operations on local aquatic ecosystems and enhance water-saving efforts through collaboration.

Water Conservation Project

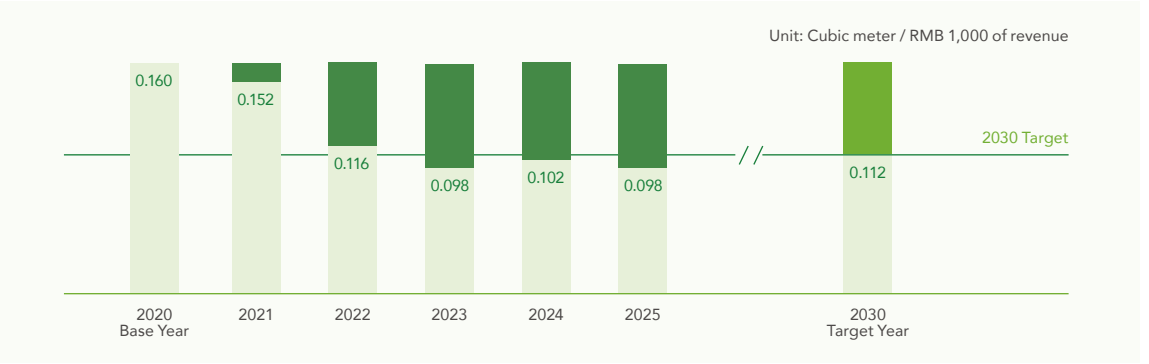
WuXi AppTec continues to advance water conservation initiatives through various measures, such as platform development and process optimization. These measures drive water use reduction and efficiency improvement. The Suzhou and Wuhan sites are implementing an operations and maintenance management platform that incorporates water resource management. This online monitoring platform enables real-time tracking and automated control of water resources. The Wuxi site has optimized operational processes of the water production system by adopting an intermittent water supply model. This model simultaneously reduces wastewater discharge and conserves water use. The Jinshan site launched a comprehensive water conservation program that includes formulating water-saving targets, conducting on-site inspections, monitoring and analyzing water-use data, and upgrading the technical equipment of the workshop water tanks. At the Taixing site, we monitor and track changes in scrubber water quality parameters to optimize the discharge frequency of designated exhaust gas scrubbers and ensure operational efficiency.During the Reporting Period, the Company cumulatively conserved approximately 82,370 cubic meters of water.

Sustainability Goals and Performance

WuXi AppTec aspires to be a "water-positive" company and has set a target to reduce water use intensity by 30% by 2030, based on a 2020 baseline. Across all main sites, we have implemented site-specific water-saving goals that align with this target.

Water Use Intensity Reduction Target

30% reduction in water use intensity by 2030 compared to the 2020 baseline



We assess our progress in water resources stewardship and conservation on an annual basis. Furthermore, we actively participate in the CDP Water Security disclosure program, upholding the principle of transparency, and responding to external stakeholders' expectations for sustainable water management.

During the Reporting Period, there were no significant water-related violations at our main sites.

Recycling and Reuse

WuXi AppTec implements a circular economy model across our operations, translating our sustainability strategy into actions that manage our resources. Guided by the principles of reducing consumption, reusing materials, and recovering value at end-of-life, we integrate circularity into our products and services designs, procurement strategies, and operations. During the Reporting Period, we focused on key resource categories, including water resources, packaging materials, chemicals, and fixed assets.

We recognize that the circular use of resources enhances efficiency across our value chain, alleviates environmental pressure, and creates new opportunities for sustainable growth. Based on the characteristics of different resource categories and the opportunities and benefits of resource recovery, we have developed a specialized management strategy for recycling and reusing various primary resources. Specifically, we continuously enhance water resource efficiency by leveraging tiered management mechanisms for water resource recycling and reuse. Regarding packaging materials, we minimize disposable packaging use, adopt alternative recyclable materials, and establish targeted recycling mechanisms. For chemicals and fixed assets, we promote shared use and recycling of these resources, as well as standardized recycling and disposal procedures to achieve resource reuse.

In order to effectively monitor and track the implementation of these strategies, we establish a mature resource recycling and reuse management system accompanied by online management platforms. This system effectively supports a closed-loop management framework for resource recovery, ensuring the effective implementation of resource efficiency and reduction objectives.

Resource Recycling and Reuse Management Strategy of WuXi AppTec

Water Resources

Implement a tiered management system for water resources based on their related operational stages and physicochemical properties:

- Cooling water: We advance process improvements, procedure optimization, and equipment upgrades across main sites to enable efficient reuse of cooling water.
- Reclaimed water: We continue to carry out reclaimed-water reuse projects at main sites.
- Rainwater: We continue to promote rainwater recycling and reusing projects at main sites.

Packaging Materials

Promote packaging management practices through recycling and substitution strategies and enhance our reuse ratio:

- For recycling, we establish dedicated sorting and recycling procedures for plastics, glass, and metal drums. Through the cleaning and disinfection of collected materials, we ensure that they are ready for subsequent circular use.
- For substitution, we increase the use of cardboard boxes to replace plastic ones.

Chemicals

Establish a comprehensive circular system for various chemicals by integrating a recovery process for returnable chemicals with a sharing mechanism for non-returnable reagents, and standardizing the disposal and utilization of various waste chemicals:

- For returned reagents, we establish a recovery mechanism covering the full chain from "supplier–laboratory–disposal center", with dedicated containers developed to ensure the safe return of hazardous reagents.
- For non-returnable reagents, we build a company-wide sharing platform to enable the cross-departmental redistribution of idle stock.
- For waste activated carbon, we collaborate with certified third-party to realize its regeneration and reuse.
- For waste solvents, under the premise of complying with policy supervision requirements and customer needs, we enhance their regeneration and reuse rates through an integrated approach that combines project- and process-level optimization, the adoption of environmentally friendly technologies, and collaboration with external partners, carrying out solvent recovery work after full verification.

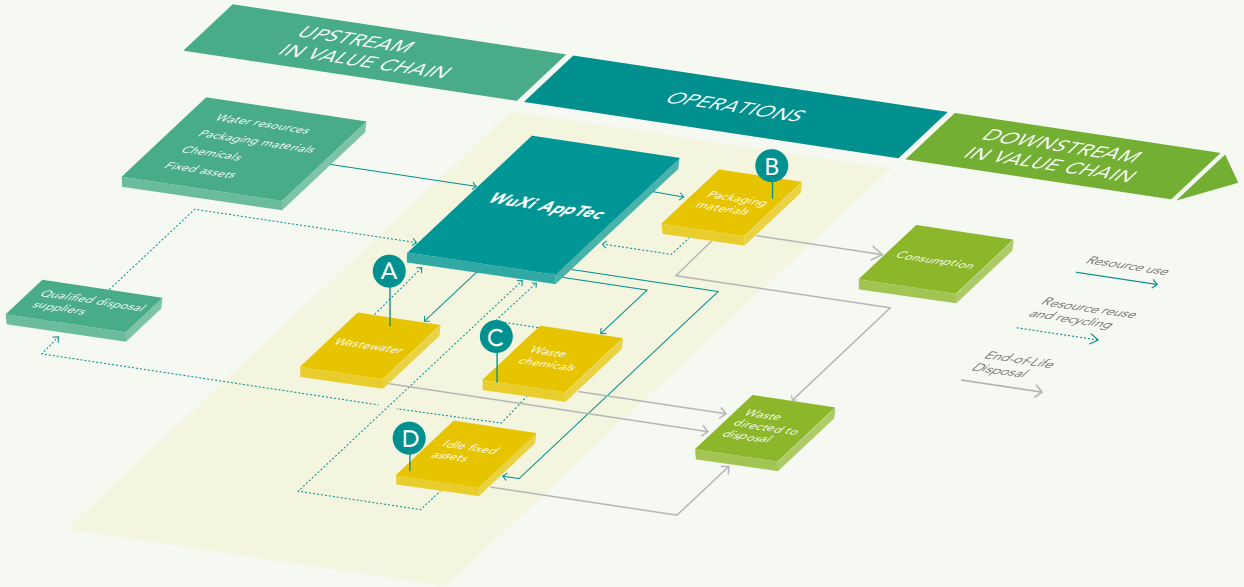
Fixed Assets

For idle fixed assets, we prioritize internal redeployment to maximize asset utilization before considering external disposal. Through our internal asset exchange platform, we facilitate the circulation and efficient redeployment of such resources.

A

Through process improvements and system upgrades, WuXi AppTec actively promotes water reusing, effectively increasing resource efficiency and reducing wastewater discharge. The Nantong and Changzhou sites reuse air-conditioning condensate for cooling laboratory equipment, reducing wastewater discharge and improving water efficiency. The Tianjin site implements modifications to redirect standard-qualified wastewater from the WWTPs to large water jet pumps in laboratories to be used as circulating water for water pumps, enabling water reuse and achieving a closed-loop system. The Taixing site recycles steam condensed water to cooling towers, ensuring the normal operation of cooling machines by raising the temperature; The Wuxi site recovers steam condensate via an automated control system and routes it to reclaimed water storage tanks for reuse in cooling tower temperature reduction and landscaping, thereby improving water reuse and overall water efficiency.

During the Reporting Period, these initiatives collectively achieved 80,887 cubic meters of water reusing.



B

WuXi AppTec enhances resource circularity by establishing collection mechanisms and optimizing consumable management. The Jinshan site systematically implements consolidated empty solvent container recovery coupled with reuse mechanisms, while the Changzhou site conducts recycling of empty containers and wooden pallets. The Waigaoqiao site implements recycling and reuse initiatives for plastic storage bins used in warehouse operations. Meanwhile, the Natick site actively promotes the reuse of packaging materials and plastic waste drums. During the Reporting Period, this integrated approach achieved substantial resource reclamation, including 190,148 empty containers, nearly 2,465 wooden pallets, and 232 plastic containers.

C

WuXi AppTec drives resource circularity through waste valorization via internal and external collaboration. The Company engages qualified suppliers to regenerate waste activated carbon for recycling and reuse. The Taixing, Changshu, and Changzhou sites actively carry out the recovery of waste solvents for equipment cleaning, while the Wuhan site conducts efficient recovery of reagents from waste liquids. The Shanghai, Nantong, Tianjin, and other sites enable circular management of returnable and non-returnable reagents via the reagent sharing platform. In addition, the Natick site also promotes the sharing and recovery of various reagents. During the Reporting Period, the Company delegated suppliers to recycle and reuse approximately 260 tonnes of waste activated carbon, achieved a total solvent recovery of 1,013 tonnes, and reused approximately 19 tonnes of returnable reagents along with 0.4 tonnes of non-returnable reagents.

D

WuXi AppTec actively promotes the sharing and reuse of office idle assets and equipment. The Company has developed the asset sharing platform to revitalize idle assets, with a total of approximately 6,500 units of idle assets revitalized to date. In addition, the Company has established a comprehensive recycling system for fixed assets. We prioritize dismantling reusable components for internal reuse. For non-reusable assets, we collaborate with qualified suppliers to maximize the recovery and reuse of non-hazardous waste.

Ecosystem and Biodiversity

Why It Matters

Ecosystem and biodiversity regulations are being continuously improved worldwide, and external stakeholders' attention to biodiversity is growing steadily. Aligning with the trend of sustainable development, WuXi AppTec integrates ecosystem and biodiversity management into its environmental governance framework to identify, manage, and mitigate potential impacts.

WuXi AppTec undertakes ecosystem and biodiversity protection and conservation in accordance with local environmental impact assessment and ecological conservation requirements. Thus, we extend such management across all stages of our projects, from construction through operation. Building on full operational compliance and ongoing efforts to mitigate our ecological impacts, we also engage stakeholders, including local communities and our employees, in initiatives that support and enhance ecological resilience.

Our ecosystem and biodiversity governance framework is embedded within the Company's sustainability governance structure. The Sustainability Office and the Sustainability Working Group oversee compliance with ecology-related environmental impact assessments as well as the regular identification and monitoring of biodiversity-related risks. At the same time, the EHS Committee provides guidance to our sites on the implementation of corresponding protection measures.

We proactively identify, evaluate, and address ecosystem and biodiversity-related risks based on the geographic locations of all sites and their associated ecological and socio-economic contexts. We regularly conduct region-specific risk assessments across our main sites, leveraging data from the *Biodiversity Risk Filter Suite set by the World Wildlife Fund (WWF)*[82]. Based on the assessment results, we ensure that relevant sites strictly comply with laws and regulations related to ecosystem and biodiversity management. During the Reporting Period, none of the Company's sites were located within ecological conservation red lines, or within or adjacent to protected areas and areas of high biodiversity value outside protected areas. They were also not situated in areas that may affect habitats of endangered species. The Company's operational activities did not result in any significant impacts on the environment, natural resources, or biodiversity as defined under applicable laws and regulations.

Building on ensuring full compliance, we participate in ecosystem and biodiversity protection activities in the communities surrounding our sites and organize activities to enhance employees' awareness of ecological protection.

Our Commitment

WuXi AppTec prioritizes full-lifecycle environmental compliance and seeks to avoid impacts on natural resources and biodiversity within ecosystems associated with its operations.

Ecosystem and Biodiversity Protection Initiatives

WuXi AppTec believes that scientific innovation and environmental stewardship go hand in hand. We engage employees to participate in ecosystem and biodiversity protection initiatives. During the Reporting Period, 116 employees from our Singapore, San Diego, and Munich sites participated in related public welfare and environmental protection activities initiated by local communities and environmental protection organizations, collectively collecting 72.8 kilograms of waste and 12.8 kilograms of recyclable materials, including plastic, paper, and other non-biodegradable materials, contributing to the making of cleaner and healthier ecosystem.

EMPOWERING **OUR PEOPLE**

Fostering a safe, healthy, and inclusive workplace, supporting our people's growth and development, and acting on social responsibility to create sustainable value.



Sustainability Topics

- Talent Attraction and Development
- Occupational Health and Safety
- Community Engagement

Relevant United Nations Sustainable Development Goals



Our Governance

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

Our Approach

WuXi AppTec actively engages with our employees, communities, regulators, and customers to advance management of employee development, OHS management, and community growth, while continuity to expand our positive impact. To support this, we have established measurable targets, and regularly monitor our progress and review the performance of key indicators to ensure our efforts meet stakeholders' expectations.

2025 Highlight

Performance



58 hours
training time per employee

100 %
of main sites have obtained ISO 45001 Occupational Health and Safety Management System certification

RMB **2,870,000**
for global philanthropy

Talent Attraction and Development

Why It Matters

Talent plays a pivotal role in driving business growth and fostering innovation in our industry. As an innovation-driven, enabling platform, we create value by attracting, nurturing, and retaining top talent. We also cultivate an inclusive work environment where our employees can thrive and drive sustainable impact.

Our Commitment

WuXi AppTec prioritizes attracting and developing top talent. We integrate sustainability principles into our employee development practices, continuously fostering a supportive and inclusive workplace. We empower employees to achieve professional growth and support their personal well-being through equitable opportunities and transparent management processes.

Governance

WuXi AppTec has established a comprehensive governance structure for talent attraction and development, with clearly defined responsibilities and accountability across the Executive Committee, as well as management teams. Our Executive Committee oversees human resources strategies, reviewing key talent metrics. The HR department implements the initiatives in collaboration with the management teams and report progress to the Executive Committee quarterly.

Strategy

WuXi AppTec formulates its human resources polices in strict alignment with the *ILO Declaration on Fundamental Principles and Rights at Work*, relevant regulations, as well as labor and human rights standards. Through robust policies and management systems, we have developed an integrated strategic approach focused on attraction, development, and an inclusive work environment. By fostering a culture that attracts talent, empowers growth, and promotes inclusion, we enable long-term, shared success for people and enterprises.

- Talent Attraction: We implement fair, equitable, and transparent recruitment processes across multiple channels. These processes are supported by competitive compensation programs that strengthen our workforce with diverse, qualified talent.
- Talent Development: Through structured training and development programs, we enable our employees to achieve professional and personal growth.
- Inclusive Workplace: We create an inclusive workplace where our employees can thrive and unleash their full potential. This drives long-term employee commitment and retention.

Impacts, Risks and Opportunities Analysis

Impact Analysis	Affected Stakeholders	Description	Impact Type
Talent Attraction	Customer	Our high-quality, diverse global talent brings academic insight, deep industry expertise, and extensive project experience, enhancing the rigor and innovative capacity of our R&D and enabling us to better serve our customers.	Potential Positive
Talent Development	Employee	Through structured learning paths, skill-building opportunities, and dual career paths, we empower employees to chart a growth path that aligns with their strengths and enhances their capabilities and capacities. This enables them to deliver high performance and achieve greater job satisfaction.	Actual Positive
	Customer	Our systematic employee development programs enable our employees to strengthen their ability to address complex challenges, build long-term customer partnerships based on experience, and consistently deliver high-quality projects.	Actual Positive
Inclusive Workplace	Employee	In an environment grounded in respect, equitable treatment, and holistic support, employees can contribute with authenticity and confidence. This leads to stronger psychological ownership, particularly when individuals feel genuinely included and heard. Their motivation and collaborative spirit are enhanced, which naturally strengthens team cohesion. Consequently, a self-reinforcing cycle is formed where trust drives well-being, well-being promotes sustained commitment, and commitment deepens trust.	Actual Positive

Risk and Opportunity Analysis	Type	Description	Time Horizon
Talent Attraction	Opportunity	Attracting talent with diverse backgrounds, professional skills, and experience could drive innovation, support business growth, and enhance market competitiveness.	Short/Medium Term
Talent Development	Risk	Our business expansion requires talent with cross-cultural awareness and the ability to work in a global environment. Failure to equip ourselves with the necessary talent could jeopardize the quality of our business expansion.	Short Term
	Opportunity	We enhance organizational capability and long-term competitiveness by strengthening workforce skills and leadership depth. This directly improves operational efficiency and drives innovation, enabling sustainable value creation.	Short/Medium/Long Term
Inclusive Workplace	Opportunity	An inclusive workplace significantly reduces turnover cost and unlocks higher levels of productivity and innovation, strengthens our employer brand, and attracts top talent while directly enhancing profitability and competitive resilience.	Short/Medium/Long Term

Impacts, Risks and Opportunities Management

Talent is the foundation of the Company's long-term sustainability and organizational resilience. We have established a comprehensive system supported by diverse methods, such as internal inspections and risk assessments. These methods integrate professional perspectives from human resources, business operations, and management to continuously identify, assess, and manage the impacts, risks, and opportunities related to talent attraction and development.

Talent Attraction

Talent plays a pivotal role in driving business growth and fostering innovation in our industry. We embrace the following talent outlook "we value talents who are aspirational, self-driven, passionate about learning and value creation." To translate this ethos into action, we have established a systematic approach to attracting talent. Leveraging multifaceted recruitment channels, we attract talent globally. Additionally, we implement fair and market-calibrated compensation frameworks and maintain respectful, standardized recruitment processes that prioritize transparency and the candidate experience.

Diversified Recruitment Channels

Our recruitment team builds future-ready talent pools using diverse recruitment channels. We operate in strict accordance with established strategies and policies, aligning with the talent needs and job attributes of each business unit. We regularly assess the fairness of our channels to ensure objectivity and transparency in the selection process, systematically attracting candidates with varied professional backgrounds. This strategy comprehensively addresses talent needs across all business units and position categories, continuously enhancing workforce diversity and innovation capacity to better support business growth and deliver greater value to customers.

Our primary recruitment channels include campus recruitment programs, professional hiring platforms and employee referral systems. Based on forward-looking talent planning for different business units, we select appropriate channels and implement cross-departmental collaboration. To ensure effective recruitment and attract sufficient talent, we host in-person and virtual events while providing information in multiple languages to enable candidates to gain a comprehensive understanding of the positions.



Fair and Equitable Recruitment Process

To ensure all candidates have an equal chance to demonstrate their skills, knowledge, and experience, WuXi AppTec implements a fair and equitable recruitment process. The Company strictly prohibits discrimination based on gender, age, marital status, religion, race, disability, nationality, or any other personal characteristics. Therefore, our recruitment teams are made up of hiring managers and interviewers from diverse backgrounds. We also use standardized assessment methods during interviews and in the decision-making process to reduce subjective bias. Additional efforts include interviewer training, candidate feedback channels, and ongoing monitoring of recruitment performance indicators to promote the implementation of fair hiring practices.

Comprehensive Compensation System

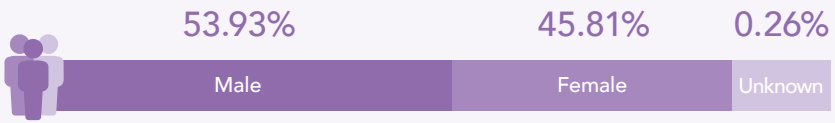
WuXi AppTec maintains a multi-tiered, market-competitive compensation system designed to attract, motivate, and retain talent across various roles. This system incorporates guaranteed pay, performance-based short-term incentives (such as bonuses), and long-term, equity-based awards. It is designed to promote fairness by linking compensation to individual performance, the value of the role, and capabilities. Performance-based incentive opportunities are structured to be accessible to eligible employees at different levels, reinforcing the link between contribution and reward.

To preserve competitiveness and long-term sustainability, we regularly benchmark our compensation structure against industry standards and role-specific market data. Additionally, we safeguard employee rights and reinforce our commitment to equal pay by periodically auditing compensation indicators such as position category, experience, and performance contributions across workforce.

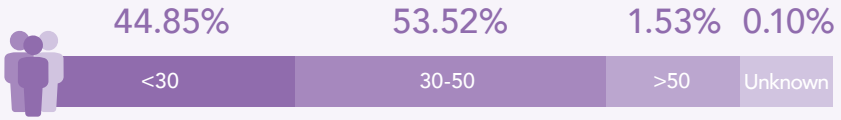


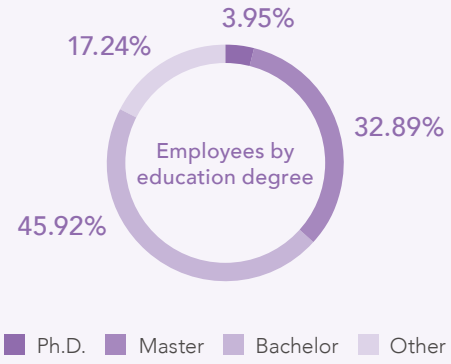
At the end of the Reporting Period, our global workforce consists of 33,834 employees.

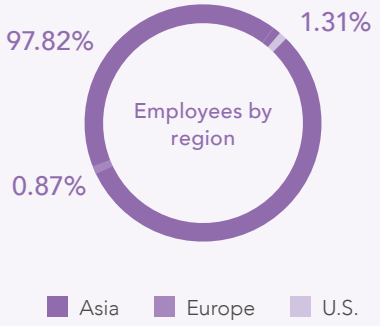
Employees by gender



Employees by age







Talent Development

WuXi AppTec has established a structured talent development system, supported by transparent performance and promotion mechanisms. This system provides clear growth paths and recognition, allowing employees to develop their skills and reach their professional and personal objectives.

Structured Talent Development System

Talent development is one of the key HR strategies here at WuXi AppTec. We provide our employees with various opportunities and platforms, diverse learning resources, and personalized development pathways that aligned with their needs.

We offer various career development pathways and internal mobility opportunities to support long-term growth of our employees and ensure succession for key positions. Our talent development pathways cover dual tracks for both technical and managerial roles, providing all employees with equal promotion opportunities and professional growth. After evaluating their performance, we provide promotion opportunities to such candidates to an appropriate position that allows them to bring their value to their job responsibilities. Meanwhile, our internal job-rotation mechanism enables employees to pursue role changes and development opportunities based on their capabilities and career aspirations, promoting appropriate talent movement and enhancing organizational effectiveness.

In addition, our talent succession planning helps in identifying potential successors and devises personalized development plans for subsequent development efforts, which include training courses, learning resources, practice opportunities, and mentorship systems. Together, these measures ensure readiness for future leadership, continuity in critical roles, and a clear line of sight to long-term growth for every employee at WuXi AppTec.



70% of learning consists of job specific skills and techniques



20% consists of the best practices of stakeholders, including external partners



10% consists of formal theoretical courses

At WuXi AppTec, we encourage all our employees to pursue excellence in their fields and set examples for their peers, leading to constant improvements in their job performance. Our training programs cover a diverse range of training and certification programs for all employees to strengthen their professional skills. In addition, we provide various learning resources and personalized development pathways to our employees through a multilingual online learning platform accessible to employees worldwide as well as initiatives such as mentoring programs.

General Training

We provide general training to all employees to help them navigate their careers and broaden their professional capabilities. Our mandatory compliance training focused on such topics as ethics and compliance, anti-corruption and bribery, ethical marketing, and EHS to all employees, strengthening their awareness of compliance standards. We also continued investing in an online learning platform that provides associates around the world with on-demand, self-paced learning opportunities.

Job-specific Training

We provide job-specific development training programs and business knowledge training for all employees based on annual training plans, business development requirements, and job competency requirements. This approach assists employees in mastering the operational skills for each business line, thus helping them develop job expertise and strengthen their capabilities in a self-directed way. We provide a range of training options to help our employees develop job-specific skills and knowledge. These include online training, in-person workshops, and sessions led by industry experts. Meanwhile, we provide eligible employees with more advanced professional training, helping them pursue excellence and build up distinctive strengths.

Professional Skills Seminar

To continuously enhance employee expertise, all departments regularly conduct professional skills training. For instance, the Late Stage Process Analysis Science Department organized an internal seminar focusing on key issues in late-phase process analytics. Through case-sharing sessions and online discussions, these seminars facilitated technical exchanges and improved team members' ability to address complex analytical challenges. During the Reporting Period, the department held 15 seminars and identified 30 practical cases with potential for broader application. Over 200 researchers from 5 sites participated, enhancing their ability to address complex analytical challenges and supporting the standardization of rapid method development and transfer processes.

Based on general and job-specific training, we have also set up a Leaders Development Program (LDP)[83], which aims to cultivate employees' strategic thinking and managerial capabilities while fostering industry innovation and supporting the Company's long-term development.

Leadership Programs

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

Newly Promoted Primary and Middle level Cadres Transition Program

Aims to help newly promoted primary and middle level cadres to gain a deeper understanding of the key competencies for management positions, master important management principles, and skillfully apply management concepts and tools to enhance the effectiveness of themselves, their teams and the business, which help complete the role transition.

First-Line Leaders Development Program (FLDP)[84]

Designed to facilitate the transition of first-line leaders into their new roles and enhance their management capabilities. Through practical, real-world case studies, the program aims to cultivate outstanding first-line leaders who are firmly committed to the Company's vision and capable of continued learning. This lays the foundation for building, recognizing, and selecting a strong middle management team.

Senior Leaders Development Program (SLDP)[85]

Focuses on critical business scenarios and aims to clarify middle managers' role positioning, co-create solutions, and expand professional networks, while enhancing their ability to address business and managerial challenges through a combination of learning and practical application. This, in turn, drives meaningful improvements in organizational effectiveness and supports sustainable business development.

2025 Leadership Training Series

WuXi AppTec continues to hold leadership development training programs globally, enhancing managerial capabilities through selection, development, and training initiatives. With a focus on enhancing overall management capabilities, we have launched a range of high-quality leadership training programs at our sites in China, the United States, and Europe. During the Reporting Period, we implemented the FLDP and the SLDP. These programs used a blended approach of both online digital learning and in-person, scenario-based practice. These programs strengthened our leadership talent pipeline and helped managers upgrade their managerial awareness, translate methodologies into practice, and enhance their management skills. A total of 259 employees participated in the programs, and the satisfaction rate was 98%. At the end of the Reporting Period, employee retention rate was 99%.

Additionally, we delivered the leadership development program, "New Leaders Speak: My Growth Formula." Delivered through recorded interviews, the program centered on experience-based empowerment and role modeling and captured the leadership growth experiences of newly promoted managers. Key insights were incorporated into our leadership development framework and consolidated into two short leadership development videos for ongoing dissemination.

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

External Collaborative Training Program

WuXi AppTec actively collaborates with external educational institutions to provide tailored training programs for our employees. We conducted a series of online and in-person training courses across various topics including structured thinking, communication and presentation, cross-functional collaboration, and problem analysis and resolution. During the Reporting Period, a total of 9,879 employees participated in the programs.

Support for Education Advancement Programs and Certifications

WuXi AppTec actively supports our employees in obtaining official degrees and qualifications issued by recognized educational institutions. Our educational assistance program covers 100% of our employees. Upon approval, employees are supported by the Company with reimbursement for tuition fees, study leave approval and learning resource sharing. In our North America and Europe sites, we offer financial support of up to USD 5,000 for employees who earn various degrees and qualifications.

Performance Management

WuXi AppTec has established a transparent and equitable performance management system to value employees for their exceptional performance and support employee growth.

Our objective-oriented performance management system aligns the Company's KPIs across departments, teams, and individuals, fostering collective growth. At the start of each review period, every employee collaborates with their line manager to establish quantifiable goals, creating a clear roadmap for tracking progress. To ensure comprehensive and objective assessments, we periodically conduct performance reviews.

During the mid-year individual performance review and the year-end performance appraisal, the employee and the line manager review progress toward targets, exchange feedback on work performance, and discuss areas that may require support or further development. At the same time, we gather feedback from colleagues at all levels, including direct and indirect supervisors, peers, and other colleagues of the individual being evaluated. This comprehensive feedback helps employees gain a better understanding of their strengths and areas for improvement. Furthermore, we believe that ongoing, constructive conversations and feedback between employees and managers are necessary to track progress and communicate with employees in a timely manner regarding their performance and personal development. Managers should also provide feedback on employees' contributions to team objectives while inspiring and helping them to achieve personal goals and career development, ultimately supporting the achievement of employee and organizational goals.

To guarantee the fairness of the whole process, we have set up a performance management intranet to ensure transparency of relevant information and processes. Employees who have concerns regarding the process of goal setting and performance appraisal may discuss them with the line manager and, when necessary, raise appeals with the HRBP[86].

Inclusive Workplace

We cultivate an inclusive workplace not only built up on the diverse employee base but also built upon comprehensive benefits and well-being programs and proactive engagement channels to ensure everyone in the organization has sense of belongings.

Benefits and Well-being

Guided by our employer value proposition "Passionate work, joyful life, and meaningful growth", we provide market-competitive compensation and a comprehensive benefits package designed to promote work-life balance, foster an inclusive, barrier-free workplace, and safeguard employee rights and development. In addition to complying with statutory social security requirements in our sites, we also offer supplemental benefits to further enhance employee wellbeing. Our benefits and well-being programs are available to all employees, ensuring that everyone, from full-time to part-time employee, has the support they need to thrive. For more information on our benefits, please visit our website under *Our Compensation and Benefits.*

Health and Well-being	Financial Support	Caring for the Family	Work-life Balance
Medical insurance	Retirement benefits and pension plans	Paid annual leave	Flexible working hours
Annual physical examination	Mutual assistance Fund	Paid parental leave	Employee clubs
Mental health consultation	Transition housing	Family care leave	Holiday activities
Accessible office facilities	Commuting allowance	Breastfeeding leave	Cultural events and activities
Business travel insurance			Team building activities

2025 Wellbeing Month Initiatives

At WuXi AppTec, we are dedicated to fostering a workplace culture that prioritizes physical and mental well-being and supports the holistic development of our employees. In February 2025, we launched a series of wellness initiatives as part of our Wellbeing Month, which embodies our commitment to creating a vibrant and supportive work environment. These initiatives include a 21-day check-in challenge to boost energy through exercise and enhance mental health; interactive sessions with renowned professors on the theme of "Navigating Uncertainty with Purpose"; and multiple site-specific activities.

Notably, as part of the program, a renowned external professor was invited to deliver a keynote address titled "Do the Right Things, Love the Right People, and Be True to Yourself in an Uncertain World." The aim of the talk was to inspire employees to maintain a continuous learning mindset, uphold sound values, face challenges with confidence, and take bolder steps to explore and create new possibilities amid a rapidly changing environment.



Employee Engagement

At WuXi AppTec, we are committed to fostering a culture of inclusion and belonging. We have implemented various channels for employee engagement under formal and informal mechanisms. The channels include real-time internal communication platforms, direct dialogue with management, and community engagement activities. Employees can provide feedback annually through a satisfaction survey, covering the work environment, career development, organizational culture, motivation, wellbeing, and stress levels. We regular update the survey to remain responsive to employee's evolving needs. We value all feedback, implement targeted improvements, and continuously enhance the employee experience.

2025 Employee Engagement Survey

During the Reporting Period, the Company conducted employee engagement surveys at multiple sites and invited 757 employees to participate. The survey covered communication, performance & accountability, and company culture. Based on the results, we reinforced the strengths and implemented targeted actions to address identified areas for improvement.

At WuXi AppTec, employees are encouraged to raise work-related complaints informally with their line manager or HRBP to seek early resolution and foster a better workplace environment. If the issue cannot be resolved satisfactorily or if the employee prefers a more formal approach to report concerns confidentially, they can utilize our formal grievance procedure. This procedure provides clear channels for reporting and includes structured escalation steps to ensure that issues are reviewed by appropriate levels of management or the Executive Committee if necessary. Employees can submit their reports through designated channels confidentially and are protected against retaliation. Our grievance reporting system is accessible to all employees, allowing them to report concerns about work conditions, discrimination, bullying, harassment, and other human resource-related issues, supported by any relevant evidence.

All reported violations are taken seriously and investigated thoroughly, with comprehensive measures in place to protect whistleblowers and ensure the confidentiality of their information. Typically, an investigation team formed by HR team and relevant experts will handle the inquiry in a timely, fair, objective, and confidential manner, and determine appropriate handling and remedial measures based on the investigation findings. The Executive Committee will be engaged when a situation escalates in severity or complexity. And if a grievance is upheld, we implement corrective actions and penalties to address the issue, and the employee who lodged the complaint will receive feedback on the outcome. During the Reporting Period, there were no confirmed cases related to human rights, including the use of child labor, forced labor, and other types of human rights violations.

Reporting Channels



Platform: EHR – HR hotline

Email: hraffairs@wuxiapptec.com

Report directly to line manager or HRBP



Labor Practices and Human Rights

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

Our human rights policies apply to WuXi AppTec's operations, subsidiaries, and suppliers. WuXi AppTec has established a cross-functional task force dedicated to managing and mitigating human rights risks. This task force is working to further strengthen our policies on the prohibition of child labor, forced labor, and human trafficking; zero tolerance for all forms of discrimination and harassment (including sexual and non-sexual harassment); protection of the right to freedom of association and collective bargaining; and promotion of equal remuneration, fair working conditions, and a safe working environment. We are also implementing due diligence related to human rights. Additionally, we have implemented a grievance and reporting mechanism including human rights issues to ensure the timely resolution of related concerns. Lastly, annual compliance training on human rights is conducted to raise risk awareness and improve response capability at all levels of the organization.

We constantly monitor and manage labor and human rights risks to protect all stakeholders involved in our business processes. In line with our policies, we identify and assess labor and human rights risks across our value chain and among the stakeholders whose rights may be affected. This assessment covers various issues, including the right to freely choose employment, the prohibition of child labor, non-discrimination, fair treatment, wages, benefits, working hours, freedom of association, the right to collective bargaining, and the protection of employee privacy. We conduct regular internal inspections on our main sites, and undergo the audits by customers and third-party to ensure labor and human rights compliance.

To address the results of our risk assessments, we define and implement mitigation and remediation measures to effectively prevent and minimize labor and human rights risks and impacts. For example, regarding discrimination and harassment, we require all employees to complete annual anti-harassment training, and we have a defined escalation process for reporting harassment incidents. Any confirmed cases of violations are subject to immediate corrective actions and disciplinary measures under our policies.

Sustainability Goals and Performance

Target

Ensure that more than 30% of female candidates reach the interview stage for positions at the director level and below, in managerial roles hired in the China region through 2026.

Progress

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



Occupational Health and Safety

Why It Matters

Our employees are a core asset of the Company. Protecting their health and safety at work reflects WuXi AppTec's people-oriented culture and underpins the Company's sustainable development.

Our Commitment

WuXi AppTec promotes a culture of shared responsibility and active participation in OHS and integrates OHS considerations into all aspects of its global operations. By continuously improving its OHS management system, the Company aims to prevent OHS risks, and provide a safe and healthy workplace for employees.

Our Governance

In accordance with all relevant OHS laws, regulations and standards at all sites, WuXi AppTec establishes the *Environmental, Health and Safety Policy* and the *Position on Environmental, Health and Safety Management*. These policies are publicly available on the Company's website and other channels to ensure transparency and enable stakeholder oversight. The Company has also issued a *Supplier Code of Conduct* and an on-site supplier safety agreement, and requires suppliers to comply through contractual arrangements. Enhanced oversight is applied to significant suppliers to ensure alignment with the Company's OHS principles and requirements.

We have established a Company-level EHS Committee, which comprises employee representatives, business unit heads, operation unit heads and EHS teams. The Committee is responsible for setting Company-wide objectives and overseeing the implementation of OHS programs. Each site is supported by designated safety representatives and dedicated EHS teams that develop and maintain OHS policies and ensure effective implementation of internal programs. Through regular EHS Committee meetings, the Company reviews performance and incidents, shares lessons learned, and promotes good practices across all sites.

Our Approach

WuXi AppTec is dedicated to building a systematic OHS management strategy following the PDCA (Plan-Do-Check-Act) principle[87]. We implement OHS management strategy through OHS risk management, established reporting mechanisms, incident investigation, ongoing OHS training, and performance management processes.

OHS Risk Management

WuXi AppTec adopts a proactive strategy to OHS risk management. We ensure that potential risks across key stages of our operations are clearly identified and well controlled. These include chemical hazards such as organic dust and solvents, physical hazards such as noise, heat stress, and radiation exposure, mechanical hazards such as traps and impact, and safety hazards such as falls and slips. Throughout the entire process, we maintain comprehensive records to guarantee meticulous documentation at every stage, from risk assessment to control implementation.

WuXi AppTec's OHS Risk Management Strategies

Source Design

- Apply scientific risk assessment technologies
  - Process Hazard Analysis
  - Job Safety Analysis
  - Occupational Exposure Assessment
- Eliminate or substitute hazardous materials
- Develop and design green and safe processes

Engineering Techniques

- Firefighting system
- Automatic detection and alarm system
- Containment technologies
- Interlock control mechanism

Administrative Management

- Specific standards and policies
- Hazards communication, notification and warning
- Occupational health surveillance
- Various training and drills
- Case study and sharing

Effectiveness Verification

- Regular inspections and internal self-assessments
- Internal and external audits
- Performance evaluations
- Management review

As our operations involve the use of multiple chemicals, the Company places strong emphasis on chemical safety. We conduct regular chemical risk assessments and issue assessment reports based on our professional expertise and operational experience. In line with the hierarchy of controls, the Company enforces elimination, substitution and engineering controls as primary protection to keep chemical risks within acceptable levels. Control measures include the use of isolators and ventilation systems, routine industrial hygiene monitoring, provision of appropriate PPEs, and ongoing employee trainings.

We have established OHS management requirements for on-site suppliers, including clear performance evaluation criteria and reward and penalty mechanisms. OHS risk identification and management are applied throughout suppliers' operations, with risk assessment measures tailored to the nature and level of risks associated with their activities. The Company also sets standardized safe work practices for suppliers.

To protect employee health and well-being, the Company conducts occupational health monitoring before employment, during employment and after role changes or departure, and manages employee health conditions through an Occupational Health Monitoring Management System. During the Reporting Period, annual occupational health examinations were provided to employees in positions exposed to occupational hazards, and annual health check-ups were provided to all other employees.

In addition, we have introduced emergency medical information guidelines and formed long-term collaborations with several hospitals to ensure employees have timely access to medical services in emergency situations. At the same time, we pay equal attention to the mental health of our employees, supported by our professional employee assistance program(EAP)[88], psychological consultation hotline, and training courses on employee physical and mental health management, thus ensuring the sustained well-being and development of our employees.

Reporting Mechanism

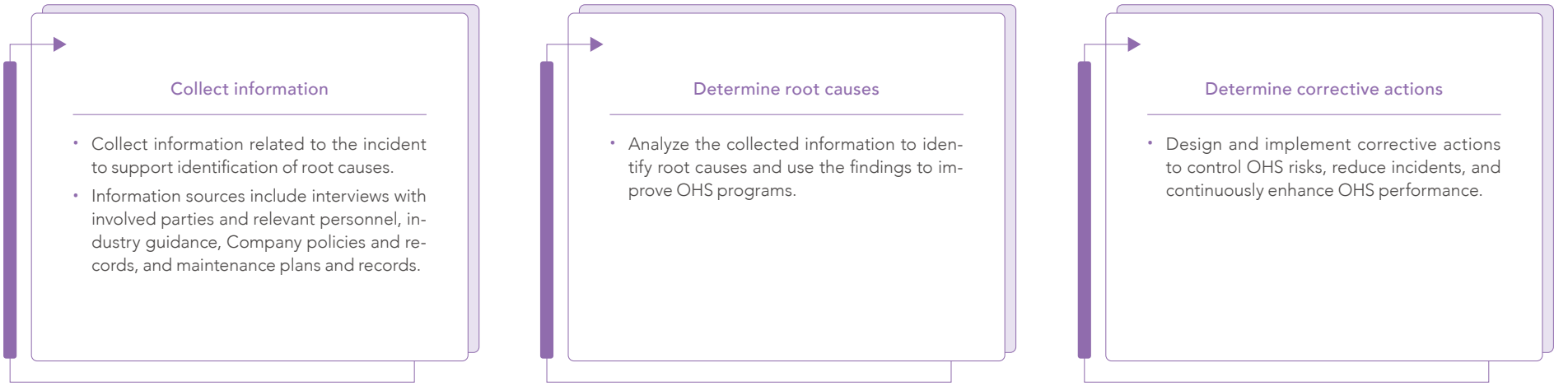
To enhance transparency and proactively identify potential safety risks, we encourage all employees (including full-time employees, part-time employees and contractors), on-site suppliers and visitors to participate in the implementation of the OHS management system.

We have established a comprehensive OHS reporting and management framework, including an internal reporting system based on the principle of site-based reporting, with feedback channels that allow direct communication with relevant stakeholders. Employees and other relevant parties may report unsafe behaviors, potential hazards and improvement suggestions in a timely manner. Furthermore, employee representatives may also raise OHS needs or proposals directly to the EHS Committee, ensuring that employee input is incorporated into the continuous improvement of our OHS practices.

Upon receipt of a report, we will conduct an investigation in accordance with the *EHS Accident Report and Investigation Management System*, and implement corrective actions, training and other improvement measures based on the classification of the incident.

Incident Investigation

We have established a comprehensive OHS incident investigation process to identify operational hazards and gaps in OHS programs, and to implement corrective actions to prevent recurrence.



OHS Incident Investigation Process

Training and Communication

We are dedicated to achieving the belief of "Zero Accident and Injury Free". To enhance OHS awareness and ensure the effectiveness of incident prevention and control, we have established robust OHS training and assessment measures covering all employees (including full-time employees, part-time employees and contractors), and on-site suppliers.

We develop and implement annual training plans based on the relevant laws and regulations, internal and external audit results, business requirements, and our OHS objectives, providing customized matrices tailored to various positions.

The training programs specify target participants, training content, delivery procedures and frequency, and cover key stages including onboarding for all personnel. The training includes OHS orientation, annual OHS refresher training, emergency drills, and internal certification programs for on-site suppliers. During the Reporting Period, we continued to strengthen OHS training for on-site suppliers and contractors, with differentiated requirements based on their respective risk profiles. Training topics covered site-specific OHS requirements, high-risk operations management, and our zero-tolerance requirements, achieving 100% training coverage.

In addition, we have established rigorous methods and standards for assessing the effectiveness of the training programs. This systematic approach optimizes the design and implementation of the OHS training system, ensuring that all employees and on-site suppliers are equipped with the occupational health and safety knowledge and practical skills necessary for their positions.

More importantly, we are committed to building a pervasive OHS culture by integrating health and safety into all daily operations. We implemented various actives to encourage employees to participate in OHS practices and reinforce our commitment to workplace safety.

Safety Month Campaign

During the Reporting Period, WuXi AppTec launched a Safety Month Campaign under the theme of “Everyone Talks about Safety, Everyone Can Respond to Emergencies — Identifying Safety Hazards Around Us.” A series of activities were organized, including OHS training and awareness sessions, knowledge competitions, safety and fire emergency drills, and safety hazard identification initiatives. These activities strengthened employee awareness of health and safety, encouraged broad participation in OHS management, and continuously improved the Company's OHS culture.

Sustainability Goals and Performance

We have set company-level OHS objectives, along with KPIs and measurement standards, which are methodically broken down and integrated into the performance evaluation systems of designated personnel across all sites and relevant departments.

Target

Achieve ISO 45001 Occupational Health and Safety Management System certification at 100% of main sites by 2030.

Progress

In 2025, 100% of our main sites have obtained the certification for ISO 45001 Occupational Health and Safety Management System.

To guarantee the effectiveness and continuous improvement of the OHS system, the EHS Committee periodically monitors, reviews, and evaluates the achievement of OHS targets. Additionally, we have developed a set of contractor health and safety performance indicators, including zero-accident records, OHS training coverage and safety agreement signing rates. These indicators are monitored and reviewed on a regular basis. The EHS Committee also investigates the underperforming indicators to identify the root causes and implement subsequent improvement measures. The Executive Committee regularly listens to the reports of the EHS Committee to understand OHS performance, enabling the Executive Committee to review the effectiveness of our OHS management strategies, objectives and policies.

Furthermore, we conduct annual internal audits and third-party audits to strengthen OHS performance and reduce potential safety risks. During the Reporting Period, a total of 35 EHS audits were conducted, including 18 customer audits and 17 independent third-party audits initiated by the Company, with no critical findings.

Community Engagement

Why It Matters

As a responsible global corporate citizen, WuXi AppTec regards building and nurturing meaningful connections with its community as integral to sustainable development. We believe that active participation in community engagement is not only a responsibility but also a key driver of sustainable growth.

Our Commitment

We are committed to fully leveraging the strengths of our platform to improve the lives of patients around the globe, while supporting and contributing to the development of the communities in which we operate.

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

-- Richard Connell, Ph.D.
WuXi AppTec US / EU President

Our Approach

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

WuXi AppTec's social responsibility roadmap focuses on areas closely aligned with our core commercial values and critical socioeconomic issues. Through targeted resource allocation and collaborative initiatives with stakeholders, we continuously advance these efforts and foster community development.

Empower Communities: Philanthropy Giving Principles

Purpose	Recipient
• Provide relief to disaster-affected people, assist those living in poverty, and support people with disabilities as well as other disadvantaged social groups and individuals. • Education, science, culture, healthcare, sports • Environmental protection and public facility construction • Other public welfare activities that promote social development and progress	• Public welfare and philanthropic groups • Public welfare non-profit organizations • Recipients should have relevant credentials if the philanthropy giving has a specific purpose

Health and Science

Wuxi AppTec actively creates positive impacts within the communities in which we operate by leveraging our expertise, resources and technological strengths to participate in public-facing health and science engagement initiatives. By building platforms that connect industry and communities, we continue to bridge society with health and science, enhance public understanding of and interest in science, and work collaboratively to build a healthier and more sustainable future.

WuXi AppTec Munich Site Engages the Local Community through Science at "Long Night of the Museums"

The Munich Long Night of the Museums took place on October 18, 2025. In 2025, our Munich site served as one of the event's main sponsors and, for the first time, participated as an exhibitor. Our team brought their daily research activities into the public arena, offering hands-on experiments that gave visitors an in-depth look at fundamental scientific processes, such as protein production, crystallography and biophysics. Through interactive activities, visitors experienced the scientific beauty of early-stage drug discovery. By engaging local communities in Munich and beyond, WuXi AppTec continues to help bridge science and society, fostering understanding, collaboration, and a shared passion for discovery that transcends borders and fuels progress in healthcare worldwide.

Education

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

WuXi AppTec Scientists Support Next-Gen Talent at 2025 New England Science Symposium

New England Science Symposium (NESS)[89] 2025 was successfully held on March 30, 2025, at Harvard Medical School. It was a full-day program comprising keynote addresses, oral presentations, and poster sessions. Participants included college and community college students from institutions across the United States, particularly individuals from groups underrepresented in science and medicine and those from disadvantaged backgrounds. Two WuXi AppTec scientists volunteered at the event to help evaluate the posters. This was the fourth consecutive year that Boston-based WuXi AppTec colleagues participated in NESS, with more than five scientists contributing as mentors and poster judges in total over the past years. WuXi AppTec will continue this effort and encourage team participation in the 2026 event and beyond.

By engaging directly with rising talent and supporting educational initiatives like NESS, WuXi AppTec continues to empower the next generation of scientists, accelerating breakthroughs that benefit patients and society around the world.

Humanitarian Aid

Climate emergencies, conflicts, diseases and other crises hinder global sustainable development, exacerbate regional poverty, and bring devastating consequences to vulnerable populations. The *United Nations Office for the Coordination of Humanitarian Affairs (OCHA)*[90] reported that approximately 300 million people globally need humanitarian assistance and protection in 2025. To address these challenges, WuXi AppTec actively collaborates with charitable organizations to provide continuous support for affected communities, contributing to the improvement of people's livelihoods and social well-being.

Disaster Relief

During the Reporting Period, WuXi AppTec launched fundraising campaigns to support communities affected by earthquakes and wildfires. The proceeds have been donated to humanitarian organizations and allocated to ongoing relief and post-disaster community reconstruction, helping affected communities restore normal production and daily life as quickly as possible.

Industry-wide Collaboration

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

WuXi Global Forum 2025

WuXi Global Forum 2025 brought together thousands of life-science innovators to celebrate innovation and collaboration. Global industry leaders shared their insights on emerging trends. Meanwhile, approximately 130 executives from pioneering companies engaged in dynamic discussions with investors about the future of global collaboration.



Performance Table

Governance KPIs

Performance Indicator	Unit	2023	2024	2025
Anti-Corruption and Bribery				
Percentage of employees trained on Code of Business Conduct and anti-corruption and bribery	%	95.26	96.92	96.21
Training hours per employee on Code of Business Conduct and anti-corruption and bribery	Hour	0.20	0.31	0.23
Number of anti-corruption and bribery trainings for board members	No.	1	1	1
Percentage of board members participated in anti-corruption and bribery training	%	100	100	100
Training hours of anti-corruption and bribery per board member	Hour	1	1	1
Cost of fines, penalties or settlements in relation to corruption and bribery	RMB	0	0	0
Information Security				
Number of information security audits from the customers	No.	83	58	60
Percentage of main sites that have obtained ISO/IEC 27001 Information Security Management System certification	%	81	89	100

Environmental KPIs

Performance Indicator	Unit	2023	2024	2025
Climate Change				
Energy Type				
Purchased non-renewable electricity	MWh	674,227.67	751,802.37	568,898.24
Purchased renewable electricity[91]	MWh	8,916.00	58,333.00	297,961.70
Solar power[91]	MWh	197.50	175.00	4,061.06
Purchased hot water	MWh	4,892.18	2,329.08	0
Purchased steam	Tonne	299,518.15	343,437.45	403,462.57
Gasoline	Liter	155,093.59	105,139.40	99,727.03
Diesel	Liter	57,686.62	81,986.19	65,133.62
Natural gas	Cubic meter	8,562,527.78	8,469,662.78	6,285,533.89
Energy Consumption[92]				
Direct energy consumption[92]	Tonne of standard coal equivalent	10,951.37	10,833.23	7,980.35
Indirect energy consumption[92]	Tonne of standard coal equivalent	112,107.48	131,433.08	144,111.99
Total energy consumption[92]	Tonne of standard coal equivalent	123,058.85	142,266.31	152,092.34
Intensity of energy consumption by revenue[93]	Kilogram of standard coal equivalent / RMB 1,000 of revenue	3.05	3.63	3.35
GHG Emissions				
Total direct GHG emissions (Scope 1)[94]	Tonne of CO_2e	68,853.62	86,129.65	69,775.53
Total indirect GHG emissions (Scope 2: location-based)[95]	Tonne of CO_2e	/	525,332.79	574,475.60
Total indirect GHG emissions (Scope 2: market-based)[95]	Tonne of CO_2e	467,798.35	531,112.11	463,051.70
Total other indirect GHG emissions (Scope 3)[96,97]	Tonne of CO_2e	143,722.00	1,705,447.17	2,451,373.38
Total GHG emissions (Scope 1, Scope 2 and Scope 3)	Tonne of CO_2e	680,373.98	2,322,688.93	2,984,200.61
Total GHG emissions (Scope 1 and Scope 2)	Tonne of CO_2e	536,651.98	617,241.76	532,827.23
Intensity of GHG emissions by revenue (Scope 1 and Scope 2)[93]	Kilogram of CO_2e / RMB 1,000 of revenue	13.32	15.73	11.72

Performance Indicator	Unit	2023	2024	2025
Emissions and Waste Management				
Environmental Management				
Percentage of main sites that have obtained ISO 14001 Environmental Management System certification	%	75	89	100
Wastewater Discharged				
Total wastewater discharged	Cubic meter	2,897,150.55	3,000,319.16	3,181,614.15
COD discharged	Tonne	277.68	288.93	337.78
NH_3-N discharged	Tonne	9.55	11.21	10.22
Air Emission				
Total air emission	Cubic meter	34,845,003,916.38	35,230,992,411.44	38,915,841,034.60
NMHC emissions	Kilogram	148,488.67	166,131.10	133,691.89
Hazardous Waste				
Total hazardous waste[98]	Tonne	155,906.80	261,174.65	432,346.61
Intensity of hazardous waste by revenue[93]	Kilogram / RMB 1,000 of revenue	3.87	6.66	9.51
Non-hazardous Waste				
Total non-hazardous waste	Tonne	10,123.90	9,365.22	10,987.29
Intensity of non-hazardous waste by revenue[93]	Kilogram / RMB 1,000 of revenue	0.25	0.24	0.24
Resource Management				
Water Resource				
Water use	Cubic meter	3,956,920.67	4,013,925.04	4,443,782.66
By water sources: municipal water supply	Cubic meter	3,899,116.67	3,927,750.04	4,319,672.66
By water sources: reclaimed water from other enterprises or organizations	Cubic meter	57,804.00	86,175.00	99,557.00
By water sources: surface water	Cubic meter	/	/	24,553.00
Intensity of water use by revenue[93]	Cubic meter / RMB 1,000 of revenue	0.098	0.102	0.098
Packaging Material				
Total amount of packaging material used for finished product	Tonne	148.03	330.50	554.33
Intensity of packaging material used[93]	Kilogram / RMB 1,000 of revenue	0.004	0.008	0.012

Social KPIs

Performance Indicator	Unit	2023	2024	2025
Quality of Product and Service				
Excellent Quality				
Number of quality audits and inspections[99]	No.	748	802	741
Number of products and services related complaints received	No.	0	0	0
Customer Service				
Customer complaint handling rate	%	100	100	100
Customer satisfaction	%	98	98	98
Sustainable Supply Chain				
Supplier				
Total number of suppliers	No.	5,756	5,761	5,173
Number of Suppliers by Geographical Region				
Asia	No.	3,561	3,620	3,399
Americas	No.	1,469	1,308	960
Europe	No.	725	830	814
Others	No.	1	3	0
Supplier Training				
Total sustainability training hours	Hour	228	549	1,282
Talent Attraction and Development				
Employee				
Total number of employees[100,101]	Person	41,116	39,414	33,834
Number of Employees by Gender				
Male	Person	18,594	17,729	18,246
Female[101]	Person	22,413	21,563	15,499
Unknown[102]	Person	109	122	89

Performance Indicator	Unit	2023	2024	2025
Number of Employees by Age				
Below 30[101]	Person	23,549	20,212	15,176
30 to 50	Person	16,761	18,421	18,106
Over 50	Person	723	737	518
Unknown[103]	Person	83	44	34
Number of Employees by Education Degree				
Ph.D.	Person	1,412	1,352	1,338
Master	Person	11,439	10,872	11,128
Bachelor[101]	Person	20,890	19,747	15,535
Others	Person	7,375	7,443	5,833
Number of Employees by Region				
Asia[101]	Person	38,882	37,360	33,097
U.S.[101]	Person	1,919	1,752	444
Europe	Person	315	302	293
Employee Turnover				
Employee turnover rate	%	15.06	14.41	9.31
Voluntary employee turnover rate	%	11.34	9.32	6.51
Employee Turnover Rate by Gender				
Male	%	14.81	14.32	9.24
Female	%	15.27	14.51	9.34
Employee Turnover Rate by Age				
Below 30	%	18.20	18.07	11.09
30 to 50	%	10.34	9.95	7.43
Above 50	%	13.41	15.77	18.68
Employee Turnover Rate by Region				
Asia	%	14.83	14.06	8.87

Performance Indicator	Unit	2023	2024	2025
U.S.	%	18.82	21.01	32.11
Europe	%	20.05	16.11	12.54
Employee Structure				
Number of female in senior management	Person	128	127	104
Percentage of female in senior management	%	31.60	30.75	29.21
Percentage of female in management positions	%	41.02	42.10	38.21
Percentage of female in junior management positions	%	44.91	46.06	41.35
Percentage of female in STEM[104]-related positions	%	48.33	47.66	43.81
Percentage of female in management positions in revenue-generating functions	%	40.53	41.47	37.12
Number of ethnic minorities employees working in Mainland China	Person	1,523	1,420	1,247
Employees with vulnerable group	Person	360	350	243
Employee Training				
Percentage of employees trained	%	100	100	100
Percentage of Employees Trained by Gender				
Male	%	45.22	44.98	53.93
Female	%	54.51	54.71	45.81
Unknown	%	0.27	0.31	0.26
Percentage of Employees Trained by Job Position				
Non-management employees	%	87.23	86.86	88.20
Junior management employees	%	6.80	6.95	5.64
Middle management employees	%	4.78	5.14	5.11
Senior management employees	%	0.99	1.05	1.05
Unknown	%	0.20	0	0
Employee Training Hours				
Training hours per employee	Hour	55	58	58

Performance Indicator	Unit	2023	2024	2025
Training Hours per Employee by Gender				
Male	Hour	55	61	62
Female	Hour	54	57	55
Training Hours per Employee by Job Position				
Non-management employees	Hour	55	59	60
Junior management employees	Hour	63	57	51
Middle management employees	Hour	51	52	46
Senior management employees	Hour	38	41	41
Occupational Health and Safety				
Occupational Health and Safety Management				
Number of EHS audits[105]	No.	/	36	35
Percentage of main sites that have obtained ISO 45001 Occupational Health and Safety certification	%	75	89	100
Work-related Fatality and Injury				
Lost days due to work injury	Day	662.5	902.5	839.5
Lost time injury rate (LTIR)[106]	Per 200,000 hours worked	0.08	0.05	0.07
Rate of fatalities as a result of work-related injury	Per 200,000 hours worked	0	0	0
Number of work-related fatalities[107]	Person	0	0	0
Percentage of work-related fatalities[107]	%	0	0	0
Number of work-related fatalities of contractors[107]	Person	0	0	0
Coverage rate of work compensation insurance	%	/	100	100
Coverage rate of work safety liability insurance	%	/	100	100
Community Engagement				
Charity and social welfare investment	RMB	2,381,581	875,389	2,870,000

Appendix I: Index Table of Sustainability Report

Index Table of Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies — Sustainability Report (Trial)

Dimension	Number	Topic	Article	Reporting Section	Note
Environment	1	Climate change tackling	Article 21-28	Climate Change	
	2	Pollutant discharge	Article 30	Emissions and Waste Management	
	3	Waste disposal	Article 31		
	4	Ecosystem and biodiversity protection	Article 32	Ecosystem and Biodiversity	
	5	Environmental compliance management	Article 33	Emissions and Waste Management	
	6	Energy usage	Article 35	Climate Change	
	7	Usage of water resources	Article 36	Resource Management	
	8	Circular economy	Article 37		Based on materiality assessment, this issue is not material to the Company.
Society	9	Rural revitalization	Article 39		Based on materiality assessment, this issue is not material to the Company.
	10	Contributions to the society	Article 40	Community Engagement	
	11	Innovation-driven	Article 42	Quality of Product and Service	
	12	Ethics of science and technology	Article 43	Ethics in Research and Development	
	13	Supply chain security	Article 45	Sustainable Supply Chain	
	14	Equal treatment to small and medium-sized enterprises	Article 46		Based on materiality assessment, this issue is not material to the Company.
	15	Safety and quality of products and services	Article 47	Quality of Product and Service	
	16	Data security and customer privacy protection	Article 48	Information Security	
	17	Employees	Article 50	Talent Attraction and Development Occupational Health and Safety	
Sustainability-related governance	18	Due diligence	Article 52	Materiality Assessment	
	19	Communications with stakeholders	Article 53	Materiality Assessment	
	20	Anti-commercial bribery and anti-corruption	Article 55	Anti-Corruption and Bribery	
	21	Anti-unfair competition	Article 56	Fair Competition	

Index Table of Hong Kong Stock Exchange Sustainability Reporting Guide

Part B: Mandatory Disclosure Requirements

Mandatory Disclosure Requirements		Reporting Sections
Governance Structure	A statement from the board containing the following elements: (i) a disclosure of the board's oversight of ESG issues; (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses.	Sustainability Strategy
Reporting Principles	A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report: Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement. Quantitative: Information on the standards, methodologies, assumptions and/ or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed. Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.	About This Report
Reporting Scope	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.	About This Report

Part C: "Comply or explain" Provisions

Subject Areas, Aspects, General Disclosures and KPIs		Reporting Sections
A. Environmental		
A1. Emissions	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Emissions and Waste Management
A1.1	The types of emissions and respective emissions data.	Performance Table
A1.2	Repealed 1 January 2025	
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Performance Table
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Performance Table
A1.5	Description of emission target(s) set and steps taken to achieve them.	Emissions and Waste Management
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.	Emissions and Waste Management
A2. Resource Utilization	Policies on the efficient use of resources, including energy, water and other raw materials.	Climate Change 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).	Performance Table
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Performance Table
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	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.	Resource Management
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Performance Table
A3. Environment & Natural Resources	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Climate Change Resource Management
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Climate Change Resource Management
A4. Climate Change	Repealed 1 January 2025	
A4.1	Repealed 1 January 2025	

Subject Areas, Aspects, General Disclosures and KPIs		Reporting Sections
B. Social		
Employment and Labor Practices		
B1. Employment	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.	Talent Attraction and Development
B1.1	Total workforce by gender, employment type (for example, full- or part time), age group and geographical region.	Performance Table
B1.2	Employee turnover rate by gender, age group and geographical region.	Performance Table
B2. Health and Safety	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.	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.	Performance Table
B2.2	Lost days due to work injury.	Performance Table
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Occupational Health and Safety
B3. Development and Training	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Talent Attraction and Development
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Performance Table
B3.2	The average training hours completed per employee by gender and employee category.	Performance Table
B4. Labor Standards	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.	Talent Attraction and Development
B4.1	Description of measures to review employment practices to avoid child and forced labour.	Talent Attraction and Development
B4.2	Description of steps taken to eliminate such practices when discovered.	Talent Attraction and Development
Operating Practices		
B5. Supply Chain Management	Policies on managing environmental and social risks of the supply chain.	Sustainable Supply Chain
B5.1	Number of suppliers by geographical region.	Performance Table

Subject Areas, Aspects, General Disclosures and KPIs		Reporting Sections
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.	Sustainable Supply Chain
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Sustainable Supply Chain
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Sustainable Supply Chain
B6. Product Responsibility	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.	Quality of Product and Service
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Not Applicable[108]
B6.2	Number of products and service related complaints received and how they are dealt with.	Quality of Product and Service Performance Table
B6.3	Description of practices relating to observing and protecting intellectual property rights.	Information Security
B6.4	Description of quality assurance process and recall procedures.	Quality of Product and Service
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Information Security
B7. Anti Corruption	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.	Anti-Corruption and Bribery
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.	Anti-Corruption and Bribery Performance Table
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Anti-Corruption and Bribery
B7.3	Description of anti-corruption training provided to directors and staff.	Anti-Corruption and Bribery
Community		
B8. Community Investment	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.	Community Engagement
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Engagement
B8.2	Resources contributed (e.g. money or time) to the focus area.	Performance Table

Part D: Climate-related Disclosures

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

Climate-related Disclosures Requirements		Reporting Sections
(II) Strategy	22. An issuer shall disclose information that enables an understanding of the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the issuer shall disclose:	
	(a) information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. Specifically, the issuer shall disclose information about:	
	(i) current and anticipated changes to the issuer's business model, including its resource allocation, to address climate-related risks and opportunities	Climate Change
	(ii) current and anticipated adaptation and mitigation efforts (whether direct or indirect)	Climate Change
	(iii) any climate-related transition plan the issuer has (including information about key assumptions used in developing its transition plan, and dependencies on which the issuer's transition plan relies), or an appropriate negative statement where the issuer does not have a climate-related transition plan	Climate Change
	(iv) how the issuer plans to achieve any climate-related targets (including any greenhouse gas emissions targets (if any))	Climate Change
	(b) information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 22(a)	Climate Change
	23. An issuer shall disclose information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 22(a)	Climate Change
	24. An issuer shall disclose qualitative and quantitative information about:	
	(a) how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period	Climate Change
	(b) the climate-related risks and opportunities identified in paragraph 24(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements	Climate Change
	25. The issuer shall provide qualitative and quantitative disclosures about:	
	(a) how the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration:	
	(i) its investment and disposal plans	Climate Chang
	(ii) its planned sources of funding to implement its strategy	Climate Change
	(b) how the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities	Climate Change
	26. An issuer shall disclose information that enables an understanding of the resilience of the issuer's strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the issuer's identified climate related risks and opportunities. An issuer shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with an issuer's circumstances. In providing quantitative information, the issuer may disclose a single amount or a range. Specifically, the issuer shall disclose:	
	(a) the issuer's assessment of its climate resilience as at the reporting date, which shall enable an understanding of:	
	(i) the implications, if any, of the issuer's assessment for its strategy and business model, including how the issuer would need to respond to the effects identified in the climate related scenario analysis	Climate Change
	(ii) the significant areas of uncertainty considered in the issuer's assessment of its climate resilience	Climate Change
	(iii) the issuer's capacity to adjust, or adapt its strategy and business model to climate change over the short, medium or long term	Climate Change

Climate-related Disclosures Requirements		Reporting Sections
(II) Strategy	(b) how and when the climate-related scenario analysis was carried out, including:	
	(i) information about the inputs used, including:	
	(1) which climate-related scenarios the issuer used for the analysis and the sources of such scenarios	Climate Change
	(2) whether the analysis included a diverse range of climate-related scenarios	Climate Change
	(3) whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks	Climate Change
	(4) whether the issuer used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change	Climate Change
	(5) why the issuer decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties	Climate Change
	(6) time horizons the issuer used in the analysis	Climate Change
	(7) what scope of operations the issuer used in the analysis (for example, the operation, locations and business units used in the analysis)	Climate Change
	(ii) the key assumptions the issuer made in the analysis	Climate Change
	(iii) the reporting period in which the climate-related scenario analysis was carried out	Climate Change
(III) Risk Management	27. An issuer shall disclose information about:	
	(a) the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks, including information about:	
	(i) the inputs and parameters the issuer uses (for example, information about data sources and the scope of operations covered in the processes)	Climate Change
	(ii) whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related risks	Climate Change
	(iii) how the issuer assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the issuer considers qualitative factors, quantitative thresholds or other criteria)	Climate Change
	(iv) whether and how the issuer prioritises climate-related risks relative to other types of risks	Climate Change
	(v) how the issuer monitors climate-related risks	Climate Change
	(vi) whether and how the issuer has changed the processes it uses compared with the previous reporting period	Climate Change
	(b) the processes the issuer uses to identify, assess, prioritise and monitor climate-related opportunities (including information about whether and how the issuer uses climate related scenario analysis to inform its identification of climate-related opportunities)	Climate Change
	(c) the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process	Climate Change
(IV) Metrics and Targets	28. An issuer shall disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tons of CO_2 equivalent, classified as:	
	(a) Scope 1 greenhouse gas emissions	Climate Change Performance Table
	(b) Scope 2 greenhouse gas emissions	Climate Change Performance Table
	(c) Scope 3 greenhouse gas emissions	Climate Change Performance Table

Climate-related Disclosures Requirements		Reporting Sections
(IV) Metrics and Targets	29. An issuer shall:	
	(a) measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring greenhouse gas emissions	Climate Change Appendix III: List of Notes
	(b) disclose the approach it uses to measure its greenhouse gas emissions including:	
	(i) the measurement approach, inputs and assumptions the issuer uses to measure its greenhouse gas emissions	Appendix III: List of Notes
	(ii) the reason why the issuer has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions	Appendix III: List of Notes
	(iii) any changes the issuer made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes	Appendix III: List of Notes
	(c) for Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 28(b), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer's Scope 2 greenhouse gas emissions	Performance Table Appendix III: List of Notes
	(d) or Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 28(c), disclose the categories included within the issuer's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011)	Climate Change Appendix III: List of Notes
	30.30. An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks	Climate Change
	3131. An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks	Climate Change
	32. An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities	Climate Change
	33. An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities	Climate Change
	34. An issuer shall disclose:	
	(a) an explanation of whether and how the issuer is applying a carbon price in decision-making (for example, investment decisions, transfer pricing, and scenario analysis)	Climate Change
	(b) the price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions	Climate Change
	35. An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement. This may form part of the disclosure under paragraph 19(a)(iv)	Climate Change
	36. An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry. In determining the industry-based metrics that the issuer discloses, an issuer is encouraged to refer to and consider the applicability of the industry-based metrics associated with disclosure topics described in the IFRS S2 Industry-based Guidance on implementing Climate-related Disclosures and other industry based disclosure requirements prescribed under other international ESG reporting frameworks	Not applicable
	37. An issuer shall disclose (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the issuer shall disclose	
	(a) the metric used to set the target	Climate Change
	(b) the objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives)	Climate Change

Climate-related Disclosures Requirements		Reporting Sections
(IV) Metrics and Targets	(c) the part of the issuer to which the target applies (for example, whether the target applies to the issuer in its entirety or only a part of the issuer, such as a specific business unit or geographic region)	Climate Change
	(d) the period over which the target applies	Climate Change
(IV) Metrics and Targets	(e) the base period from which progress is measured	Climate Change
	(f) milestones or interim targets (if any)	Climate Change
	(g) if the target is quantitative, whether the target is an absolute target or an intensity target	Climate Change
	(h) how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target	Climate Change
	38. An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including:	
	(a) whether the target and the methodology for setting the target has been validated by a third party	Climate Change
	(b) the issuer's processes for reviewing the target	Climate Change
	(c) the metrics used to monitor progress towards reaching the target	Climate Change
	(d) any revisions to the target and an explanation for those revisions	Climate Change
	39. An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer's performance	Climate Change
	40. For each greenhouse gas emissions target disclosed in accordance with paragraphs 37 to 39, an issuer shall disclose:	
	(a) which greenhouse gases are covered by the target	Climate Change
	(b) whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target	Climate Change
	(c) whether the target is a gross greenhouse gas emissions target or a net greenhouse gas emissions target. If the issuer discloses a net greenhouse gas emissions target, the issuer is also required to separately disclose its associated gross greenhouse gas emissions target	Climate Change
	(d) whether the target was derived using a sectoral decarbonisation approach	Climate Change
	(e) the issuer's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits, the issuer shall disclose:	
	(i) the extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits	Not applicable[109]
	(ii) which third-party scheme(s) will verify or certify the carbon credits	Not applicable[109]
	(iii) the type of carbon credit, including whether the underlying offset will be nature-based or based on technological carbon removals, and whether the underlying offset is achieved through carbon reduction or removal	Not applicable[109]
	(iv) any other factors necessary to enable an understanding of the credibility and integrity of the carbon credits the issuer plans to use (for example, assumptions regarding the permanence of the carbon offset)	Not applicable[109]
	41. In preparing disclosures to meet the requirements in paragraphs 21 to 26 and 37 to 38, an issuer shall refer to and consider the applicability of cross-industry metrics (see paragraphs 28 to 35) and (ii) industry-based metrics (see paragraph 36)	Not applicable[109]

GRI Standards Index

Statement of Use	WuXi AppTec has reported in accordance with the GRI Standards from January 1, 2025, to December 31, 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI sector standard(s)	No Sector Standard(s) applicable

GRI Standard / Other Sources	Disclosure	Location	Omission	
			Reason	Explanation
General Disclosures				
GRI 2: General Disclosures 2021	2-1 Organizational details	About WuXi AppTec		
	2-2 Entities included in the organization's sustainability reporting	About This Report		
	2-3 Reporting period, frequency and contact point	About This Report		
	2-4 Restatements of information	About This Report Performance Table Appendix III: List of Notes		
	2-5 External assurance	Appendix IV: Independent Verification Statement		
	2-6 Activities, value chain and other business relationships	About WuXi AppTec Quality of Product and Service Ethics in Research and Development Sustainable Supply Chain Performance Table		
	2-7 Employees	Talent Attraction and Development Performance Table Appendix III: List of Notes		
	2-8 Workers who are not employees	Performance Table		
	2-9 Governance structure and composition	Corporate Governance Sustainability Strategy		
	2-10 Nomination and selection of the highest governance body	Corporate Governance		

GRI Standard / Other Sources	Disclosure	Location	Omission	
			Reason	Explanation
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	Corporate Governance		
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance Sustainability Strategy Materiality Assessment		
	2-13 Delegation of responsibility for managing impacts	Corporate Governance Sustainability Strategy		
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Strategy Materiality Assessment		
	2-15 Conflicts of interest	Corporate Governance Anti-Corruption and Bribery		
	2-16 Communication of critical concerns	Sustainability Strategy Materiality Assessment		
	2-17 Collective knowledge of the highest governance body	Sustainability Strategy		
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance		
	2-19 Remuneration policies		Not Applicable	The Company has already disclosed relevant information in the Annual Report and will therefore not repeat the disclosure in this Report.
	2-20 Process to determine remuneration		Not Applicable	The Company has already disclosed relevant information in the Annual Report and will therefore not repeat the disclosure in this Report.
	2-21 Annual total compensation ratio		Not Applicable	The Company has already disclosed relevant information in the Annual Report and will therefore not repeat the disclosure in this Report.
	2-22 Statement on sustainable development strategy	Message from the Chairman and CEO Sustainability Strategy		
	2-23 Policy commitments	Anti-Corruption and Bribery Talent Attraction and Development		
	2-24 Embedding policy commitments	Anti-Corruption and Bribery		

GRI Standard / Other Sources	Disclosure	Location	Omission	
			Reason	Explanation
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	Anti-Corruption and Bribery Talent Attraction and Development		
	2-26 Mechanisms for seeking advice and raising concerns	Anti-Corruption and Bribery		
	2-27 Compliance with laws and regulations	For details, please refer to the relevant sections of the report.		
	2-28 Membership associations	Sustainable Supply Chain		
	2-29 Approach to stakeholder engagement	Materiality Assessment		
	2-30 Collective bargaining agreements		Information unavailable/ incomplete	This data is currently outside the scope of the Company's sustainability data management. The Company will gradually expand the scope of the data in the future and consider disclosing this information when included.
Material Topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment		
	3-2 List of material topics	Materiality Assessment		
Economic Performance				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment About WuXi AppTec Climate Change Talent Attraction and Development		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	About WuXi AppTec		
	201-2 Financial implications and other risks and opportunities due to climate change	Climate Change		
	201-3 Defined benefit plan obligations and other retirement plans	Talent Attraction and Development		
	201-4 Financial assistance received from government		Not Applicable	The Company has already disclosed relevant information in the Annual Report and will therefore not repeat the disclosure in this Report.

GRI Standard / Other Sources	Disclosure	Location	Omission	
			Reason	Explanation
Market Presence				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment Talent Attraction and Development		
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage		Information unavailable/ incomplete	This data is currently outside the scope of the Company's sustainability data management. The Company will gradually expand the scope of the data in the future and consider disclosing this information when included.
	202-2 Proportion of senior management hired from the local community	Talent Attraction and Development Performance Table		
Indirect Economic Impacts				
GRI 3: Material Topics 2021	3-3 Management of material topics		Not Applicable	The Company has already disclosed relevant information in the Annual Report and will therefore not repeat the disclosure in this Report.
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported		Not Applicable	The Company has already disclosed relevant information in the Annual Report and will therefore not repeat the disclosure in this Report.
	203-2 Significant indirect economic impacts		Not Applicable	The Company has already disclosed relevant information in the Annual Report and will therefore not repeat the disclosure in this Report.
Procurement Practices				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment Sustainable Supply Chain		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers		Not Applicable	The Company has already disclosed relevant information in the Annual Report and will therefore not repeat the disclosure in this Report.
Anti-corruption				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment Anti-Corruption and Bribery		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Anti-Corruption and Bribery		
	205-2 Communication and training about anti-corruption policies and procedures	Anti-Corruption and Bribery Performance Table		

GRI Standard / Other Sources	Disclosure	Location	Omission	
			Reason	Explanation
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	Anti-Corruption and Bribery		
Anti-competitive Behavior				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment Fair Competition		
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Fair Competition		
Tax				
GRI 3: Material Topics 2021	3-3 Management of material topics		Not Applicable	The Company has already disclosed relevant information in the Annual Report and will therefore not repeat the disclosure in this Report.
GRI 207: Tax 2019	207-1 Approach to tax		Not Applicable	The Company has already disclosed relevant information in the Annual Report and will therefore not repeat the disclosure in this Report.
	207-2 Tax governance, control, and risk management		Not Applicable	The Company has already disclosed relevant information in the Annual Report and will therefore not repeat the disclosure in this Report.
	207-3 Stakeholder engagement and management of concerns related to tax		Not Applicable	The Company has already disclosed relevant information in the Annual Report and will therefore not repeat the disclosure in this Report.
	207-4 Country-by-country reporting		Not Applicable	The Company has already disclosed relevant information in the Annual Report and will therefore not repeat the disclosure in this Report.
Materials				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment Resource Management		
	301-1 Materials used by weight or volume	Performance Table		
	301-2 Recycled input materials used	Resource Management		

GRI Standard / Other Sources	Disclosure	Location	Omission	
			Reason	Explanation
GRI 301: Materials 2016	301-3 Reclaimed products and their packaging materials		Not applicable	The Company's core business is less relevant and therefore is not disclosed in this Report.
Energy				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment Climate Change		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Climate Change Performance Table		
GRI 302: Energy 2016	302-2 Energy consumption outside of the organization		Information unavailable/ incomplete	This data is currently outside the scope of the Company's sustainability data management. The Company will gradually expand the scope of the data in the future and consider disclosing this information when included.
	302-3 Energy intensity	Performance Table		
	302-4 Reduction of energy consumption	Climate Change		
	302-5 Reductions in energy requirements of products and services	Climate Change		
Water and Effluents				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment Emissions and Waste Management Resource Management		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Resource Management		
	303-2 Management of water discharge-related impacts	Emissions and Waste Management		
	303-3 Water withdrawal	Performance Table		
	303-4 Water discharge	Performance Table		
	303-5 Water consumption	Performance Table		

GRI Standard / Other Sources	Disclosure	Location	Omission	
			Reason	Explanation
Emissions				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment Climate Change		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Climate Change Performance Table Appendix III: List of Notes		
	305-2 Energy indirect (Scope 2) GHG emissions	Climate Change Performance Table Appendix III: List of Notes		
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	Climate Change Performance Table Appendix III: List of Notes		
	305-4 GHG emissions intensity	Climate Change Performance Table Appendix III: List of Notes		
	305-5 Reduction of GHG emissions	Climate Change		
	305-6 Emissions of ozone-depleting substances (ODS)	Performance Table		
	305-7 Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions	Performance Table		
Waste				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment Emissions and Waste Management		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Emissions and Waste Management		
	306-2 Management of significant waste-related impacts	Emissions and WasteManagement Resource Management		
	306-3 Waste generated	Performance Table		
	306-4 Waste diverted from disposal		Information unavailable/ incomplete	This data is currently outside the scope of the Company's sustainability data management. The Company will gradually expand the scope of the data in the future and consider disclosing this information when included.

GRI Standard / Other Sources	Disclosure	Location	Omission	
			Reason	Explanation
GRI 306: Waste 2020	306-5 Waste directed to disposal		Information unavailable/ incomplete	This data is currently outside the scope of the Company's sustainability data management. The Company will gradually expand the scope of the data in the future and consider disclosing this information when included.
Supplier Environmental Assessment				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment Sustainable Supply Chain		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainable Supply Chain		
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable Supply Chain		
Employment				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment Talent Attraction and Development		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Performance Table		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Talent Attraction and Development		
	401-3 Parental leave	Talent Attraction and Development		
Labor/Management Relations				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment Talent Attraction and Development		

GRI Standard / Other Sources	Disclosure	Location	Omission	
			Reason	Explanation
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Talent Attraction and Development		
Occupational Health and Safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment Occupational Health and Safety		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety		
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety		
	403-3 Occupational health services	Occupational Health and Safety		
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety Talent Attraction and Development		
	403-5 Worker training on occupational health and safety	Occupational Health and Safety		
	403-6 Promotion of worker health	Occupational Health and Safety Talent Attraction and Development		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety		
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety Performance Table		
	403-9 Work-related injuries	Occupational Health and Safety Performance Table		
	403-10 Work-related ill health	Occupational Health and Safety Performance Table		

GRI Standard / Other Sources	Disclosure	Location	Omission	
			Reason	Explanation
Training and Education				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment Talent Attraction and Development		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Performance Table		
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent Attraction and Development		
	404-3 Percentage of employees receiving regular performance and career development reviews	Talent Attraction and Development		
Diversity and Equal Opportunity				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment Talent Attraction and Development		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Performance Table		
	405-2 Ratio of basic salary and remuneration of women to men	Performance Table		
Non-discrimination				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment Talent Attraction and Development		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Talent Attraction and Development		
Freedom of Association and Collective Bargaining				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment Talent Attraction and Development		
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Talent Attraction and Development		
Child Labor				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment Talent Attraction and Development		

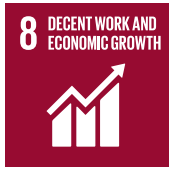
GRI Standard / Other Sources	Disclosure	Location	Omission	
			Reason	Explanation
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Talent Attraction and Development		
Forced or Compulsory Labor				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment Talent Attraction and Development		
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Talent Attraction and Development		
Security Practices				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment Talent Attraction and Development		
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Talent Attraction and Development		
Rights of Indigenous Peoples				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment Community Engagement		
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples		Not applicable	The Company's core business is less relevant and therefore is not disclosed in this Report.
Local Communities				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment Community Engagement		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs		Not applicable	The Company's core business is less relevant and therefore is not disclosed in this Report.
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities		Not applicable	The Company's core business is less relevant and therefore is not disclosed in this Report.
Supplier Social Assessment				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment Sustainable Supply Chain		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainable Supply Chain		
	414-2 Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain		

GRI Standard / Other Sources	Disclosure	Location	Omission	
			Reason	Explanation
Public Policy				
GRI 3: Material Topics 2021	3-3 Management of material topics		Not applicable	The Company's Code of Business Conduct is clearly defined, so there is no monetary contribution to political campaigns or organizations, lobbyists and other tax-exempt groups whose role is to influence political campaigns or legislation. During the Report Period, our related monetary contributions were 0.
GRI 415: Public Policy 2016	415-1 Political contributions		Not applicable	
Customer Health and Safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment Quality of Product and Service		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Quality of Product and Service		
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Quality of Product and Service		
Marketing and Labeling				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment Quality of Product and Service		
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Quality of Product and Service		
	417-2 Incidents of non-compliance concerning product and service information and labeling	Quality of Product and Service Fair Competition		
	417-3 Incidents of non-compliance concerning marketing communications	Fair Competition		
Customer Privacy				
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment Information Security		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information Security		

IFRS S2 Climate-related Disclosures Index

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

Activities Aligned with UN SDGs

Relevant UN SDGs	Action-Involving Reporting Sections
	Talent Attraction and Development Occupational Health and Safety Community Engagement
	Talent Attraction and Development Occupational Health and Safety Community Engagement
	Talent Attraction and Development Occupational Health and Safety Community Engagement
	Climate Change Emissions and Waste Management Resource Management Ecosystem and Biodiversity

Relevant UN SDGs	Action-Involving Reporting Sections
	Climate Change Emissions and Waste Management Resource Management Ecosystem and Biodiversity
	Climate Change Emissions and Waste Management Resource Management Ecosystem and Biodiversity
	Anti-Corruption and Bribery Fair Competition Information Security
	Quality of Product and Service Ethics in Research and Development Sustainable Supply Chain

SASB Index

Topic	Metric	Code	Reporting Sections
Safety of Clinical Trial Participants	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	HC-BP-210a.1	Corporate Governance Quality of Product and Service
	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	Ethics in Research and Development Quality of Product and Service Performance Table
	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	HC-BP-210a.3	
Access to Medicines	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	HC-BP-240a.1	Community 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	Quality of Product and Service
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	Fair Competition
	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	Talent Attraction and Development
	(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	
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	Sustainable Supply Chain
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	HC-BP-510a.1	Anti-Corruption and Bribery
	Description of code of ethics governing interactions with health care professionals	HC-BP-510a.2	

Appendix II: List of Internal Policies

Internal Policies	Reporting Sections
WuXi AppTec Co., Ltd. Articles of Association	Corporate Governance
Board Diversity Policy	
Terms of Reference Strategy Committee of the Board of Directors	Sustainability Strategy
Sustainability Committee Charter	
Code of Business Conduct	Sustainability Strategy Anti-Corruption and Bribery
Supplier Code of Conduct	Anti-Corruption and Bribery Ethics in Research and Development Sustainable Supply Chain Occupational Health and Safety
Anti-Corruption Policy of WuXi AppTec	Anti-Corruption and Bribery
WuXi AppTec Whistleblowing Management Procedure	Anti-Corruption and Bribery
Ethical Marketing Policy	Fair Competition
WuXi AppTec Data Security and Personal Information Protection Management Program	Information Security
Measures of WuXi AppTec Customer Service	Quality of Product and Service
Environmental Policy	Resource Management Emissions and Waste Management
API Discharged into Water Bodies Control	Emissions and Waste Management
Environmental, Health and Safety Policy	Occupational Health and Safety
Position on Environmental, Health and Safety Management	
EHS Accident Report and Investigation Management System	

Appendix III: List of Notes

1. CRDMO: Contract Research, Development and Manufacturing Organization
2. CMC: Chemical Manufacturing and Controls
3. DMPK: Drug Metabolism and Pharmacokinetics
4. IND: Investigational New Drug
5. Refer to MSCI Methodology *Exhibit 2: Not Independent of Management*
6. Refer to MSCI Methodology *Exhibit 3: Not Independent of Other Interests*
7. Including life science and chemistry
8. KPIs: Key Performance Indicators
9. OHS: occupational health and safety
10. CSDDD: Corporate Sustainability Due Diligence Directive
11. UN SDGs: United Nations Sustainable Development Goals
12. The 2024 list of material topics comprised 13 topics. After adjustments in 2025, the number remained at 13. Among the changes, three new topics were added: "Ecosystems and Biodiversity," "Ethics in Research and Development," and "Fair Competition." The original topics "Talent Recruitment and Retention" and "Employee Development" were merged into "Talent Attraction and Development." The topic "Energy Management" was incorporated into the "Climate Change" chapter and is no longer presented separately. The content of "Ethics and Compliance" was distributed across relevant chapters and is also no longer presented as a standalone topic.
13. UNGC: United Nations Global Compact
14. PSCI: Pharmaceutical Supply Chain Initiative
15. SBTi: Science Based Targets initiative
16. GHG: Greenhouse Gas
17. The scope covered by the Scope 3 greenhouse gas emission reduction targets includes purchased goods and services, as well as fuel- and energy-related activities.
18. API: Active Pharmaceutical Ingredient
19. AA1000SES: AA1000 Stakeholder Engagement Standard
20. FCPA: Foreign Corrupt Practices Act
21. According to our current business lines, no monetary contributions were provided to healthcare professionals. During the Reporting Period, the amount of such contributions was 0.
22. IP: intellectual property
23. 3P Principles: Prevention, Protection, and Prosecution
24. GDPR: General Data Protection Regulation
25. HHS: Health & Human Services
26. FTC: Federal Trade Commission
27. FDA: Food & Drug Administration
28. "Data minimization" means that the collection of data and information should be adequate, relevant, and limited to what is necessary in relation to the purposes for which they are processed.
29. MDM: Mobile Device Management
30. VPN: Virtual Private Network
31. DLP: Data Loss Prevention
32. IAM: Identity and Access Management
33. TFF: tangential flow filtration
34. QMS: Quality Management System
35. QbD: Quality by Design
36. SOPs: Standard Operating Procedures
37. GMP: Good Manufacturing Practice
38. CAPA: Corrective and Preventive Action
39. EMA: European Medicines Agency
40. NMPA: National Medical Products Administration
41. IACUC: Institutional Animal Care and Use Committee
42. EHS: Environmental, Health and Safety
43. AAALAC International: Association for Assessment and Accreditation of Laboratory Animal Care International
44. PHS: Public Health Service
45. 3R Principle: Replacement, Reduction, Refinement
46. RBQM: Risk-Based Quality Management
47. SSP: Shared Socio-economic Pathway
48. IEA: International Energy Agency
49. NZE 2050: Net Zero by 2050
50. APS: Announced Pledges Scenario
51. STEPS: Stated Policies Scenario
52. IPCC: Intergovernmental Panel on Climate Change
53. GCM: Global Climate Modelling
54. GIS: Geographic Information System
55. EEI: Energy Efficiency Index
56. Scope 3: We have calculated all 15 categories of Scope 3 greenhouse gas emissions, which mainly include Category 1: Purchased goods and services, Category 2: Capital goods, Category 3: Fuel- and energy-related activities, Category 4: Upstream transportation and distribution, Category 5: Waste generated in operations, Category 6: Business travel, Category 7: Employee commuting, Category 9: Downstream transportation and distribution, Category 10: Processing of sold products, Category 12: End-of-Life treatment of sold products, Category 13: Downstream leased assets, and Category 15: Investments. Other categories are not relevant to our business operations.
57. These targets have been established in accordance with the SBTi standard using the Absolute Contraction Approach and do not apply the Sectoral Decarbonization Approach. They cover, when relevant, all seven greenhouse gases, including carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF_6), and nitrogen trifluoride (NF_3).
58. Scope 1: Stationary sources (e.g., diesel generators, natural gas, etc.), mobile sources(e.g., owned vehicle, etc.), fugitive emissions (e.g., refrigeration and air-conditioning equipment, fire suppressant, septic tank, anaerobic wastewater treatment etc.) and other production support facilities.
59. Scope 2: Procurement of electricity and steam. Unless otherwise specified, all absolute or intensity values relating to Scope 2 greenhouse gas emissions in this report are calculated using the market-based approach.
60. EIA: environmental impact assessment
61. COD: chemical oxygen demand
62. NH_3-N: ammonia nitrogen
63. WWTP: wastewater treatment plants
64. PiE: Pharmaceuticals in the Environment
65. PEC: predicted environmental concentration
66. PNEC: predicted no-effect concentration
67. VOC: volatile organic compounds
68. NO_X: nitrogen oxides
69. SO_2: sulfur dioxide
70. CO: carbon monoxide
71. HAPs: hazardous air pollutants
72. POPs: persistent organic pollutants
73. PM: particulate matter
74. LEV: local exhaust ventilation
75. HEPA: high-efficiency particulate air
76. RTO: Regenerative Thermal Oxidizer
77. TO: Thermal Oxidizer

78. NMHC: non-methane hydrocarbons
79. Biohazardous Waste: The definition of biohazardous waste in this Report is based on the Regulation on the Administration of Medical Waste of the People's Republic of China. As the Company does not operate any medical institutions, the biohazardous waste generated is limited to a small amount of waste from laboratory activities and does not include waste from clinical diagnosis or treatment.
80. PPE: Personal Protective Equipment
81. WRI: World Resources Institute
82. WWF: World Wildlife Fund
83. LDP: Leaders Development Program
84. FLDP: First-Line Leaders Development Program
85. SLDP: Senior Leaders Development Program
86. HRBP: human resource business partner
87. PDCA: Plan-Do-Check-Act
88. EAP: Employee Assistance Program
89. NESS: New England Science Symposium
90. OCHA: United Nations Office for the Coordination of Humanitarian Affairs
91. The company focuses on optimizing the energy structure and promoting low-carbon development, leading to a significant increase in the green electricity ratio.
92. All data by revenue in the performance table of this report is based on the revenue of WuXi AppTec in 2025 which can be found in our 2025 Annual Report.
93. Energy Consumption: Calculation of energy consumption of operational sites by reference to the General Principles of Comprehensive Energy Consumption Calculation (GB2589-2020), and the Emission Factors for Greenhouse Gas Inventories issued by the U.S. Environmental Protection Agency.
94. Calculation of the total direct GHG emissions (Scope 1) is reference to the Industrial Companies in Other Industries in Greenhouse Gas Emissions Accounting Methods and Reporting Guidelines (Trail), the 2006 IPCC Guidelines for National Greenhouse Gas Inventory released by Intergovernmental Panel on Climate Change (IPCC), the Sixth Assessment Report (AR6) released by the Intergovernmental Panel on Climate Change (IPCC), and the Emission Factors for Greenhouse Gas Inventories issued by U.S. Environmental Protection Agency, etc. During the Reporting Period, the Company further improved its accounting methodology by including methane emissions from anaerobic wastewater treatment in the Scope 1 boundary. Accordingly, the Scope 1 data for 2024 have been adjusted retrospectively.
95. In 2025, the calculation of total indirect GHG emissions (Scope 2) is based on the Announcement on the Release of 2023 Electricity Carbon Dioxide Emission Factors issued by the Ministry of Ecology and Environment of the People's Republic of China, the Subregion Output Emission Rates (eGRID2023) published by the U.S. Environmental Protection Agency, the European Residual Mixes 2024 v1.0 issued by the Association of Issuing Bodies, etc. During the Reporting Period, the Company complied with the requirements of the Greenhouse Gas Accounting Protocol, calculated Scope 2 data using both the location-based approach and the market-based approach, and simultaneously optimized the grid emission factor selection principles for 2024.
96. In 2025, all 15 categories of the total other indirect GHG emissions (Scope 3) are calculated in accordance with the GHG Protocol and ISO 14064-1, with emission factors from the emission factors are from the China Greenhouse Gas Emission Coefficient Library for Product Life Cycle (2022), the Ecoinvent v3.11 database, and the UK Government GHG Conversion Factors for Company Reporting issued by the Department for Energy Security and Net Zero of the UK, etc. During the Reporting Period, we supplemented and refined the Scope 3 data for 2024 in accordance with the calculation standards required by the SBTi.
97. Total Scope 3 GHG emissions showed an upward trend in the reporting period. This is primarily attributable to the expansion of business scale, resulting in increased procurement of upstream raw materials (Category 1). While absolute emissions increased with business growth, we are collaborating with significant suppliers to advance decarbonization across the supply chain.
98. The total volume of hazardous waste showed an upward trend in the reporting period. This is primarily due to business expansion, the commissioning of new production lines, and revenue growth. We will enhance source control, increase recycling rates, and implement waste reduction targets and management measures to ensure environmental impact remain under control.
99. The quality audits and inspections include audits conducted by customers, inspections conducted by regulatory authorities, and audits conducted by independent third parties.
100. Total number of employees: The scope of data is the same as the Annual Report, and all employees are full-time employees.
101. We continue to focus on our unique CRDMO core business, providing exceptional services to customers and benefiting patients worldwide. We completed the divestiture of Clinical CRO and SMO business in China, Medical Device Testing business in US, and Advanced Therapy Unit (ATU) business in U.S., UK and China in 2025.
102. Unknown: Some employees are not willing to disclose their gender.
103. Unknown: Some employees are not willing to disclose their age.
104. STEM: science, technology, engineering, mathematics
105. The EHS audits include audits conducted by customers and by independent third parties.
106. LTIR: Lost time injury rate
107. Work-related Fatality and Injury: The number and percentage of work-related fatalities are 0 in the past three years.
108. B6.1: This Key Performance Index is not applicable to the Company, thus it has not been disclosed.
109. The Company does not currently plan to use carbon credits to offset greenhouse gas emissions for the purpose of achieving any net greenhouse gas emissions target.

Appendix IV: Independent Verification Statement

ATTESTATION ◆ ATTESTATO ◆ ATTESTACIÓN ◆ BESCHEINIGUNG ◆ ATTESTATION

Independent Verification Statement

Verification Statement：EIV2 131435 0002 Rev. 00

To the management and stakeholders of WuXi AppTec Co., Ltd.,

TÜV SÜD Certification and Testing (China) Co., Ltd. (hereinafter referred to as "TÜV SÜD") has been engaged by WuXi AppTec Co., Ltd. (hereinafter referred to as "WuXi AppTec" or "the Company") to perform an independent third-party verification on its *2025 Sustainability Report* (hereinafter referred to as "the Report"). During this verification, TÜV SÜD's verification team strictly abided by the contract signed with WuXi AppTec and provided verification regarding the Report in accordance with the provisions agreed by both parties and within the authorized scope stipulated in the contract.

This Independent Verification Statement is based on all the data and information collected by WuXi AppTec and provided to TÜV SÜD. The scope of verification is limited to the given data and information. WuXi AppTec shall be held accountable for the authenticity and completeness of the provided data and information (contains assumptions, projections, and/or historical facts).

Scope of Verification

Time frame of this verification:

- The Report contains the data disclosed by WuXi AppTec during the reporting period from 01/01/2025 to 31/12/2025 including environmental, social and governance data and information, methods for management of material issues, actions/measures and the Company's sustainability performance during the reporting period.

Physical boundary of this verification:

- The on-site verification sampling took place at below listed location:
  No.288 Fute Zhong Road Waigaoqiao Free Trade Zone, Pudong New Area, Shanghai, China;
  No.9 Yuegong Road, Jinshan District, Shanghai, China;
  No.168 Nanhai Road Tianjin Economic-Technological Development Area(TEDA), Tianjin, China;
  No. 589 North Yulong Road, Xinbei District, Changzhou, Jiangsu, China.

Scope of data and information for the verification:

- The scope of verification is limited to the data and information of WuXi AppTec and all companies under its operational control covered by the Report.

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

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

Limitations

- The verification process is conducted in the above scope. Sampling and verification are adopted for the data and information in the Report by TÜV SÜD, and only the stakeholders within the Company are interviewed; and
- The Company's standpoint, opinions, forward-looking statements and predictive information as well as the historical data and information before 01/01/2025 are beyond the scope of this verification.
- The verification conclusions are based on the analysis of the data and information collected by TÜV SÜD and may not identify all problems and conditions, nor constitute any guarantee of the credibility or status of the subject of verification.

TÜV SÜD Certification and Testing (China) Co., Ltd.
Floor 1-4, Building B, No.37, Tuanjie Road(Middle), Xishan Economic and Technological Development Zone, Wuxi, Jiangsu, P.R. China

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Independent Verification Statement

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Verification Methodology

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

- *AA1000 Assurance Standard v3, Type2, High Assurance*
- *Sustainability Report Verification Operation Rule (CCB_EIV_GR_002E Rev04)*

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

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

Verification Conclusions

According to the verification, we believe that the data and information presented in WuXi AppTec's report are objective, factual and reliable, without systematic problems.

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

Inclusivity	WuXi AppTec has identified the internal and external stakeholders, such as government and regulators, customer, shareholder and investor, employee, supplier, community and the general public, natural environment, academic Institution, rating agency, and external expert, etc., and established a stakeholder communication mechanism to collect the demands of stakeholders on a regular basis.
Materiality	WuXi AppTec has established the identification and prioritization process of material topics determination, identified and assessed the priority of the sustainability topics which are highly related to the industry, and disclosed the governance structure, management approach as well as sustainability performance in corporate operation, therefore the Report's adherence to materiality principle is guaranteed.
Responsiveness	WuXi AppTec has disclosed the management approach and performance of high material topics that stakeholders concern, such as information security, climate change, emissions and waste management, talent attraction and development, etc., and has established a communication mechanism, to fully respond to the demands and expectations of stakeholders.
Impact	WuXi Apptec's Board of Directors and Strategy Committee monitor and guide the Company's efforts in the areas of environmental, social and governance. The Company has implemented a process of material topics impact assessment, based on a comprehensive and balanced understanding, measuring the impact on stakeholders and the organization itself, and disclosing the relevant impact.

Recommendations on Continuous Improvement

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

Statement on Independence and Verification Capability

TÜV SÜD is a trusted partner of choice for safety, security and sustainability solutions. It specializes in testing, certification, auditing and advisory services. Since 1866, the company has remained committed to its purpose of enabling progress by protecting people, the environment and assets from technology-related risks. Today, TÜV SÜD is present in over 1,000 locations worldwide with its headquarters in Munich, Germany. Through expert teams represented by more than 28,000 employees, it adds value to customers and partners by enabling market access and managing risks. By anticipating technological developments and facilitating change, TÜV SÜD inspires trust in a physical and digital world to create a safer and more sustainable future.

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

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

Signature:
On Behalf of TÜV SÜD Certification and Testing (China) Co., Ltd.

AA1000 Licensed Report 000-437/V3-IECCV

Wenjun Zhu
TÜV SÜD Certification and Testing (China) Co., Ltd. Technical Certifier
Shanghai, China, 16/03/2026

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

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