

# 2021

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

WuXi Biologics (Cayman) Inc.  
藥明生物技術有限公司\*

(Incorporated in the Cayman Islands with Limited Liability)  
Stock Code: 2269

*\*For identification purpose only*



[www.wuxibiologics.com](http://www.wuxibiologics.com)

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# A Message from Our CEO



The year 2021 marked the tenth anniversary of WuXi Biologics. We have long integrated environmental, social, and governance (ESG) criteria into our daily business activities. Now we have an ESG committee and a dedicated function, all tasked with optimizing our ESG management and performance. We have upgraded our ESG strategy by aligning with the United Nations' Sustainable Development Goals (SDGs), and we have established effective and transparent communications with stakeholders — identifying and collaboratively pursuing our common goals for over 20 important ESG issues. An evaluation system constantly monitors our ESG performance to ensure that we honor our commitments.

In 2021, we were recognized as an ESG Industry Top-Rated Company by *Sustainalytics*, were cited for 'Best ESG' by *Institutional Investor*, and earned the Excellence in Corporate Governance Award from *the Chamber of Hong Kong Listed Companies*.

Over the past decade, WuXi Biologics is proud to have grown into a leading global Contract Research, Development, and Manufacturing Organization (CRDMO). Our advanced, integrated biologics platform provides clients with end-to-end services — enabling them to discover, develop, and manufacture biologics, and accelerating their efforts to bring lifesaving drugs to patients around the world.

Since the pandemic outbreak in 2020, our leading technologies, best-in-class quality, and sound operational support have enabled close to 30 Investigational New Drug Applications (INDs) for COVID-19 drugs and vaccines. By the end of 2021, we had delivered more than 1,500 kg of neutralizing antibodies and hundreds of millions of vaccine doses. It was our robust business continuity management and multiple sourcing strategies throughout the pandemic that allowed us to make these significant contributions to global public health.

Innovation is our driving force. Over the past decade, WuXi Biologics has developed multiple novel technology platforms. These cover the entire spectrum of biologics development from concept to commercial manufacturing. Our large and diverse portfolio includes monoclonal antibodies, bispecific antibodies, multi-specific antibodies, antibody drug conjugates (ADCs), fusion proteins, and vaccines. We were named winner of the APAC Bioprocessing Excellence by the market intelligence company IMAPAC. By the end of 2021, we had manufactured more than 1,700 batches of drug substance, at an outstanding 98% success rate.

Quality is a hallmark of WuXi Biologics. Evidence to our unwavering commitment to quality is demonstrated by passing 22 inspections by global drug regulatory agencies, including the U.S. Food and Drug Administration (FDA), the European Medicines Agency (EMA), and the National Medical Products Administration of China (NMPA) by the end of 2021.

Compliance is a cornerstone of our business. In 2021, all staff undertook compliance training, with a 100% participation and pass rate. We place particular emphasis on information security and business intelligence protection. In 2021, we organized multiple training courses for all personnel categories, optimized our IT security, and completed the ISO 27001 certification.

Operational excellence continues to be our priority. We earn our clients' trust with our flexibility, speed, innovation, high quality, flawless compliance, intellectual property protection, information security, and adherence to environmental health and safety guidelines. In 2021, WuXi Biologics received Life Science Leader "CMO Leadership Awards" for the fifth year in a row. And we had more than 470 global partners — including the world's top 20 large pharmaceutical companies.

The occupational safety of staff is paramount. In 2021, we conducted more than 100 safety and health training sessions, to enhance our people's health and safety awareness, and ensure our production and operation activities comply with laws and regulations.

We are committed to building a sustainable supply chain and applying our high standards of business ethics to suppliers. Guidelines for suppliers include our values, as well as social and environmental responsibilities, and we will continue to strengthen our guidance and supervision of the supply chain.

Echoing the global call for action on climate change, WuXi Biologics conducted risk identification and analysis in line with the Task Force on Climate-Related Financial Disclosures (TCFD). In 2021, we set a medium-to long-term greenhouse gas (GHG) emissions target to reduce Scope 1 and 2 carbon emissions intensity by 50% from the 2020 level by 2030.

A concrete action plan to increase investment in the management of energy and emissions was established. As part of that plan, we invited an independent and accredited professional agency to conduct a comprehensive GHG emissions audit based on the ISO 14064 standard. The results showed an 8% year-on-year decrease in GHG emissions intensity. And thanks to our large-scale adoption of environmentally friendly single-use technology, we saved approximately 70% of water and 30% of energy compared to traditional stainless-steel manufacturing technologies and operations. Our water consumption intensity decreased by 13% year on year, and our energy efficiency has improved for three consecutive years.

WuXi Biologics is committed to providing equal opportunities to all employees and to fostering a culture of diversity, equity, and inclusion (DEI). Of our 10,000+ employees, more than 53% are women, and we honor their significant contributions to the fields of science, technology, engineering, and mathematics (STEM). The Women in STEM Committee at our Ireland site reflects our ongoing effort to the professional development of our female colleagues.

WuXi Biologics has over 650 PhDs and one of the world's largest biologics R&D teams, comprising 3,285 R&D professionals. In 2021, we launched a Global Partner Program to attract and retain exceptional talent.

Since its founding, WuXi Biologics has consistently practiced social responsibility and encouraged staff to give back to communities. In 2021, staff from four countries and nine cities contributed a total of 3,192 hours to volunteer initiatives, covering public health, environmental protection, and youth education. In July 2021, in the wake of the Henan flood disaster, WuXi Biologics and its Charity Foundation immediately donated RMB 10 million for disaster relief and provided financial support for impacted staff.

Going forward, as a global leading CRDMO company, WuXi Biologics will continue to refine its corporate governance, drive innovation, enhance green operations, and actively fulfill its social responsibilities. And, acting on the United Nations SDGs, we will make unstinting efforts to improve human health and well-being.

On behalf of WuXi Biologics, I give thanks to our global clients for their trust, to our investors for their recognition, to our business partners for their support and, of course, to all WuXi Biologics associates for their dedication and contributions.

**Dr. Chris Chen**  
Chief Executive Officer

# About The Report

## Reporting Scope and Limits

The Scope of *the Environmental, Social and Governance Report* (the present report) is consistent with the Company's annual report. In view of the importance of our business' s impact on the environment, the scope of our environmental data includes all operating sites owned and managed by WuXi Biologics (Cayman) Inc<sup>1</sup>. This includes Wuxi Mashan Site, Wuxi New District Site (Phase I), Shanghai Waigaoqiao Site, Shanghai Fengxian Site (Phase I), and Suzhou Biosafety Testing Site.

## Reporting Period

This report covers the period from January 1, 2021 to December 31, 2021. To complete the comprehensive suite of data contained in this report, some content considers previous years or extends to the first quarter of 2022.

## Reporting Standards

This report is compiled based on *the Environmental, Social and Governance Reporting Guide, Appendix 27* of the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited; the Global Commission on Sustainability Standards (GSSB) GRI Standards; and the Sustainable Development Accounting Standards Board Foundation (SASB) Accounting Standards for Sustainable Development — Biotechnology and Pharmaceutical Industries.

## Indicators Selection

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

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

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

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

**Consistency:** WuXi Biologics has adopted a consistent approach to data disclosure and data comparison across time periods covered by the report, and has noted the changes in statistical methods and key performance indicators.

## Explanation of Terms

For clarity of presentation and ease of reading, "**WuXi Biologics (Cayman) Inc.**" is also referred to in this Report as "WuXi Biologics," "the company" or "we."

<sup>1</sup> All operating sites refer to all the sites put into operation before June 30, 2021, so that comprehensive and valid data can be measured.

## Sources and Reliability

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

## Confirmation and Approval

This report was approved by the Board of Directors on March 22, 2022, following confirmation by management.

## Report Access

The online version of this report is available for download on the website of Hong Kong Exchanges and Clearing Limited ([www.hkexnews.hk](http://www.hkexnews.hk)) and that of WuXi Biologics ([www.wuxibiologics.com](http://www.wuxibiologics.com)).



# 2021 Highlights

## Enhancing Governance

### ESG Committee

Comprise 4 Board Members  
Led by CEO

20+

Material ESG issues

100%

Participation rate in business ethics and anti-corruption training

0

Lawsuits or legal cases for corruption or bribery

ISO 27001

Information Security Management Certification

## Giving Back to Community

1,500+ kg

COVID-19 neutralizing antibodies delivered

10,000

Employees<sup>4</sup>

53%

Female Employees

73 hours

Of training per employee

3,192 hours

Served by employee volunteers in local communities

## Enabling Clients

470+

Global Partners

480

Integrated Projects

88.52%

Customer Satisfaction Rate

22

Inspections completed by global regulatory agencies<sup>2</sup>

98%

Success rate of 1,700 batches of drug substance produced<sup>3</sup>

## Greening Our Business

50%

Reduction target in GHG emissions intensity by 2030

18%

Reduction target in water consumption intensity by 2025

70%

Reduction in water consumption by using SUT technology

100%

Compliant Solid Waste and Wastewater Treatment

ISO 14064

GHG Emissions Verification

<sup>2</sup> As of December 31, 2021, WuXi Biologics completed 22 inspections by global drug regulatory agencies.

<sup>3</sup> As of December 31, 2021, WuXi Biologics completed more than 1,700 batches of drug substance manufacturing, at an outstanding 98% success rate.

<sup>4</sup> As of December 31, 2021, WuXi Biologics had 9,864 employees. As of today, WuXi Biologics has over 10,000 employees.



# Company Overview

## Introduction

WuXi Biologics is a global Contract Research, Development, and Manufacturing Organization (CRDMO). Through our open-access and integrated biologics platform, the company provides a full range of end-to-end solutions to enable our global partners to discover, develop and manufacture biologics from concept to commercialization, accelerating the global biologics research and development (R&D) process, reducing R&D and manufacturing costs, and benefiting patients worldwide.



The strength of the WuXi Biologics' "Follow and Win the Molecule" business strategy continues to increase the number of projects in the pipeline. As of December 31, 2021, there were a record 480 integrated projects throughout the drug development continuum at WuXi Biologics.

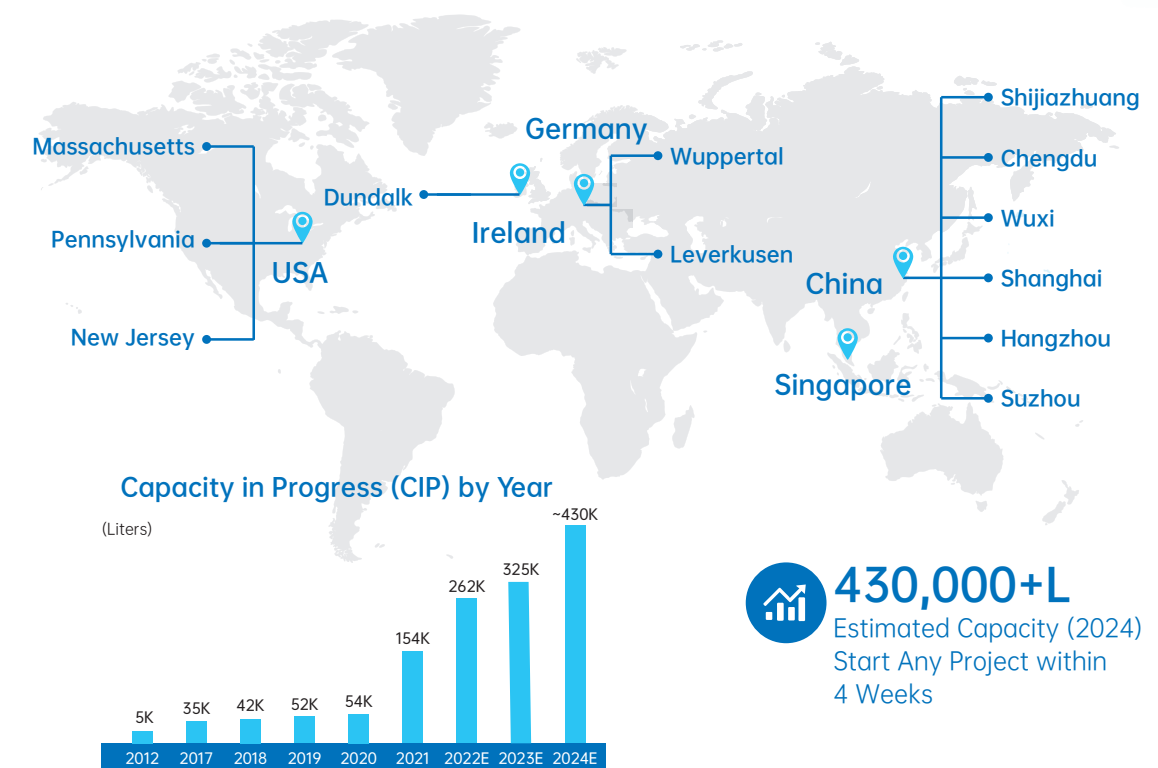
**480**  
Integrated Projects

**9** Commercial Manufacturing Projects

**Global Dual Sourcing Manufacturing Strategy**

2021 was a banner year for WuXi Biologics' commercial manufacturing business. In 2021, the company added seven new commercial manufacturing projects, for a total of nine — of which four are COVID-19 projects and five are non-COVID-19 projects, making our commercialization project pipeline more diversified. In 2021, the number of clinical Phase III projects reached 32. It is expected that more projects will enter commercial manufacturing phase in the future, resulting in consistent revenue growth.

WuXi Biologics employs a Global Dual Sourcing manufacturing strategy through its worldwide facilities in China, Germany, Ireland and the United States. In 2021, to further consolidate its global manufacturing network, WuXi Biologics completed three acquisitions and successfully integrated these new operations, including a Drug Substance (DS) facility in Wuppertal, Germany from Bayer; DS and Drug Product (DP) facilities in Hangzhou from Pfizer China; and CMAB, a full-service Contract Development and Manufacturing Organization (CDMO) in China. After 2024, to effectively meet the rapidly growing needs of our global partners, the total planned biomanufacturing capacity of WuXi Biologics is estimated to exceed 430,000 liters.



**430,000+L**  
Estimated Capacity (2024)  
Start Any Project within  
4 Weeks

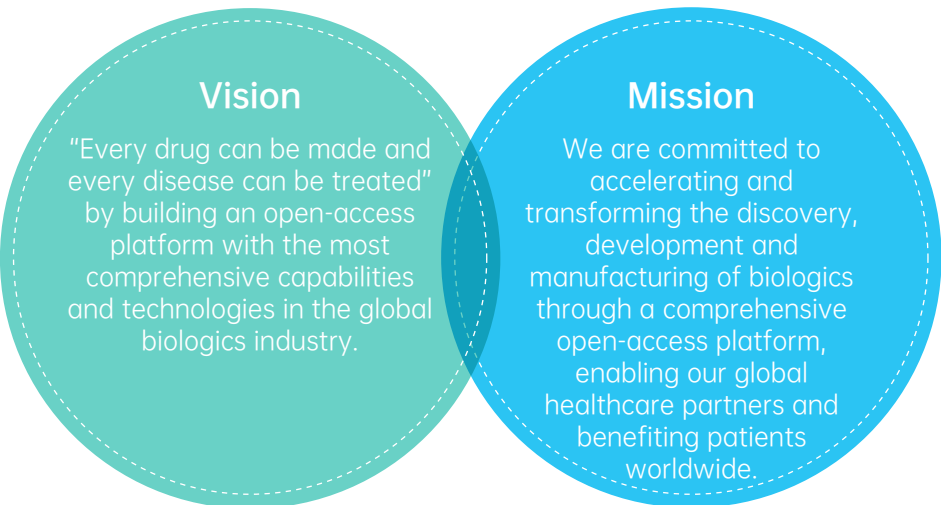
As of December 31, 2021, WuXi Biologics completed 22 inspections from global drug regulatory agencies, including the US Food and Drug Administration (FDA), the European Medicines Agency (EMA), and the Chinese National Medical Products Administration (NMPA). Out of these, as many as 16 were conducted in 2021 alone, fully verifying the high-quality standards and systems built by WuXi Biologics over the past years and laying a solid foundation for establishing more global partnerships in the future.

WuXi Biologics continues to cultivate innovative technologies, many of which are reinforced through independent intellectual property rights. For instance, in the first half of 2021, we successfully launched the new SDARBody™ multi-specific/multifunctional antibody technology platform, which features highly flexible engineering and generation of multi-specific antibodies exhibiting high-affinities, and excellent developability and low immunogenicity risk profiles. These new therapeutic modalities, will meet the diverse needs of clients around the world as they develop the next-generation of biotherapeutics.

**Completed 22**  
Inspections by  
Global Drug  
Regulatory  
Agencies

# Company Overview

## Vision and Mission



## Culture

WuXi Biologics actively advocate Integrity and Dedication, Working Together and Sharing Success, Do the Right Thing, and Do It Right as our core values. We maintain a "PROUD" culture — with Passion, Reward, Ownership, Unity and Determination supporting our core values — so that every WuXi Biologics employee feels inspired and strengthened by the company's achievements and believes in our sense of common interest within the company.

**P** **Passion**  
Customer focus/ Positive attitude and energy/ Keep learning

**R** **Reward**  
Tackling tough tasks/ Embracing change/ Giving back to society

**O** **Ownership**  
Accountability/ Excellence and efficiency/ Honesty and ethical

**U** **Unity**  
Teamwork/ Diversity and inclusion/ Respect and communication

**D** **Determination**  
Stand up to challenges/ Growth mindset/ Take calculated risks

# Company Overview

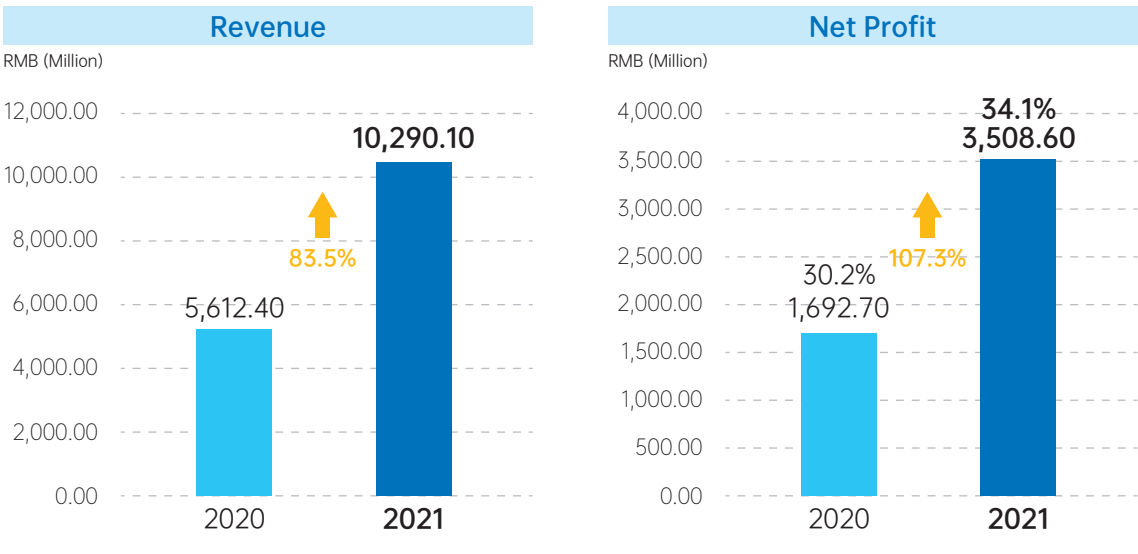
## Business Performance

**Revenue**  
**RMB10,290.1 Million**  
↑ 83.3% YoY

**Net Profit**  
**RMB3,508.6 Million**  
↑ 107.3% YoY

In the journey of the past 10 years, WuXi Biologics launched the brand-new CRDMO service paradigm. This new business model helps us to best implement our "Follow and Win the Molecule" business strategy, and to enable our global partners at any phase of the drug discovery, development and manufacturing continuum.

In 2021, through our successful business strategies, our revenue reached RMB10,290.1 million, which represents a year-on-year growth of 83.3%. Our net profit reached RMB3,508.6 million, providing a year-on-year growth of 107.3%.



# Public Recognition

## Awards

WuXi Biologics has gained global recognition in a number of key areas. The following is a selection of some of our recent awards and honors.

### Industry Leadership

Life Science Leader  
**CMO Leadership Awards**  
(2018–2022)

IMAPAC  
**Asia Pacific Bio-Processing Excellence Awards**  
(2021)

### Environmental, Social and Corporate Governance

Chamber of Hong Kong Listed Companies (CHKLC)  
**The Hong Kong Corporate Governance Excellence Award**  
(2021)

Institutional Investor  
**Best ESG Award**  
(2020–2021)

Institutional Investor  
**Most Respected Company**  
(2019–2021)

SocietyNext Foundation  
**InnoESG Prize**  
(2021)

The Asset Magazine  
**ESG Awards Platinum Award**  
(2021)

Southern Weekly  
**Outstanding Corporation with Social Responsibility**  
(2021)

### Employer Branding

Universum Consulting  
**China's Most Attractive Employer**  
(2021)


51job.com  
**Chinese College Students' Favorite Employer**  
(2020–2021)

LinkedIn  
**Global Talent Awards - Best Recruiting Team**  
(2021)


# Public Recognition

## ESG Performance Rating


WuXi Biologics' outstanding ESG performance has been recognized by some of the world's leading ESG rating agencies, including the following from 2021.




MSCI ESG Rating aims to measure a company's resilience to long-term, financially relevant ESG risks. WuXi Biologics earned an A in 2021.




Sustainalytics analyzes the risks and risk management capabilities of different enterprises. WuXi Biologics holds an overall 'low risk' rating, and has been named the 'highest ESG-rated enterprise in the industry' for two consecutive years.



The Dow Jones Sustainability Indexes are the world's longest-running global sustainability benchmarks. WuXi Biologics' score of 39 in 2021 represents a rise from the previous year.



CDP (formerly the Carbon Disclosure Program) created a global environmental disclosure protocol that enables businesses, cities, countries, and regions to measure and manage their environmental impact. WuXi Biologics has proactively participated in the disclosure of Climate Change and Water Security.



The FTSE4Good Index series measure companies' performance in ESG areas. WuXi Biologics was first included in the Index in June 2020, with a 2.5 score in 2021.



# Working Together to Fight COVID-19

COVID-19 swept across the world in 2020 and the global pandemic it caused continues to this day. Ongoing mutations have prolonged the effects of the pandemic.

Since the beginning of the outbreak, WuXi Biologics has raced against time to bring together global partners and mobilize more than 3,000 scientists to meet the urgent prevention and treatment needs of millions of people affected by the virus. The company's industry-leading technologies and rich experience, strong and effective execution, and sense of social responsibility bolstered our mission to benefit patients around the world as quickly as possible. We accelerated the research and development of 30 Investigational New Drug Applications (INDs) for COVID-19 drugs and vaccines, including multiple monoclonal antibodies (mAbs) and three modalities of COVID-19 vaccines — viral vaccine, protein vaccine and mRNA vaccine.

As of the end of 2021, we had delivered more than 1,500kg of neutralizing antibodies and hundreds of millions of vaccine doses worldwide, making a significant contribution to global public health.

**1,500+ kg  
of COVID-19  
Neutralizing  
Antibodies**

**Hundreds  
of Millions  
of COVID-19  
Vaccines Doses**

We partnered with Vir Biotechnology (Vir) to enable the research and development of COVID-19 neutralizing mAbs. Thanks to our innovative technology platforms and an integrated CMC strategy, Sotrovimab — the COVID-19-neutralizing antibody brought to market by Vir — was awarded emergency use authorization (EUA) by the FDA within fourteen months. We are very proud to be part of this milestone in the fight against COVID-19.

In May 2020, Bii Bioscience (Bii Bio) began to develop the COVID-19 neutralizing mAbs ambavir and romizumab. WuXi Biologics became Bii Bio's exclusive CRDMO partner — efficiently completing all required CMC studies and the IND filings in just three and a half months.

In December 2021, ambavir and romizumab obtained approval from the NMPA. The speed from the start of the development project to the time at which these products were approved set a record in the industry for antibody therapeutics.

While enabling our global partners to advance the development and manufacture of COVID-19 vaccines and drugs, we also shared our technology and experience with the industry. Published in the international academic journal *Biotechnology Progress*<sup>5</sup>, our R&D team's "Reshaping cell line development and CMC strategy for fast responses to pandemic outbreak" article (September/October 2021) explained how we enabled the rapid development of COVID-19 neutralizing antibodies and helped our clients develop new drugs from cell line development to IND in six months.

WuXi Biologics' nimble response to the pandemic is based on the robust risk management and control protocols we have built over time. Our business continuity management (BCM) system safeguards against disruption by identifying risks that impact our operations, and creates a targeted emergency response plan to mitigate those disruptions. Accordingly, at the outset of the pandemic, we were able to resume normal operations promptly, while ensuring the health and safety of our staff.

Our multiple sourcing and safety stock strategy enabled us to cope with supply challenges under pandemic conditions. For example, we build redundancy into our supply chain by keeping at least two suppliers for all key raw materials and components, with the requirement that each of the suppliers have more than two factories that produce what we need. We retain six to nine months' worth of material to meet production needs. This double backup strategy enables us to deliver projects on time even when the supply chain is affected.

Two years of pandemic conditions have refined our capability to manage risks. And because of our effective and rapid responses, we have made a positive contribution to global public health.



<sup>5</sup> Article: Reshaping cell line development and CMC strategy for fast responses to pandemic outbreak; Published: *Biotechnology Progress*; Publish Year: September/October 2021

# Enabling Partners Through Innovation

Innovation is one of the key driving forces of WuXi Biologics' growth. We have developed innovative platforms that cover the entire biologics development process — from concept to commercial manufacturing. In 2021, the company invested over 500 million RMB in biologics discovery and development, which represents a 65% year-on-year growth. By the end of 2021, WuXi Biologics completed more than 1,700 batches of drug substance manufacturing, at an outstanding 98% success rate.

**1,700+**  
**Batches of**  
**Drug Substance**  
**Produced**  
**98%**  
**Success Rate**

## Innovative Platforms

For the drug discovery phase, we offer multiple antibody discovery and engineering technologies, including: WuXiLiAb® a high-quality human naïve library; WuXiHYbrid™, an advanced hybridoma platform; WuXiBody™, an innovative bispecific antibody platform; and SDArBody™, a proprietary multi-specific antibody platform.

For development and manufacturing phases, we offer the WuXian™ system for R&D-scale customized protein production; the WuXiDAR4™ technology for antibody-drug conjugate development; the WuXia™ CHO K1 cell line development platform; and the WuXiUP™ continuous bioprocessing and manufacturing platform.



These platforms empower us to enable companies throughout the discovery, development and manufacturing spectrum. In April 2021, one of our global partners announced that its PD-1 antibody — a treatment for women with endometrial cancer — had been conditionally approved by the FDA and the EMA. This project marked several “firsts” for WuXi Biologics:

# Enabling Partners Through Innovation

- Our first involvement in the entire process of research and development for a product — from DNA to biologics license application approval (BLA).
- The first time single-use bioreactor manufacturing technology has been applied to large-scale biomanufacturing through a scale-out production strategy.
- The first late-stage clinical development timeline of less than 30 months.
- The first project to successfully pass the FDA's remote audit system.

The success of this project is a testament to our personnel's commitment to excellence, and quality, and to their extensive technical capabilities.

## Meeting Global Demand

The discrepancy between growing manufacturing demand and limited capacity has become increasingly prominent in the global biologics market. One of the principal challenges is achieving high production output, high quality and high flexibility, yet still controlling costs. In response, WuXi Biologics has continually invested in the innovation, research, and development of a new-generation continuous manufacturing technology platform — one that connects upstream and downstream processes to overcome these aforementioned challenges and enable high-quality, large-capacity, low-cost, and flexible biomanufacturing.

Our WuXiUP™ platform, which is based on perfusion cell culture, can increase the accumulated product yield for almost any type of biological drug by five to ten times compared with fed-batch cultivation. The continuous-harvest model greatly shortens the time protein products spend in the reactor. This creates higher quality products and makes downstream purification more efficient.

Currently, the WuXiUP™ platform has been successfully applied to over 40 biologics manufacturing projects, with different scales from 3 liters to 1000 liters, including mAbs, bispecific antibodies, fusion proteins, and other recombinant proteins. More than 10 projects applying WuXiUP™ have completed scale-up, clinical manufacturing, or commercial manufacturing.

## Creating success through scientific innovation

Our world-class scientific research team is responsible for our ongoing innovation. We have over 650 PhDs and have built one of the world's largest biologics R&D teams with 3,285 scientific personnel. And to spur initiative and enthusiasm, our Employee Invention and Creation Reward and Remuneration Management Policy incorporates innovation in performance evaluations.

**650+ PhDs**

**3,285**  
**Scientific Personnel**

In 2021, our scientists published several papers and articles in major international journals such as *Biotechnology & Bioengineering*, *Biochemical Engineering Journal*, and *Biotechnology Progress*. These articles share WuXi Biologics' scientific findings and industry experience with the world, and the research they report has contributed to our obtaining 10 newly authorized patents, bringing the total number of patents awarded to WuXi Biologics to 191.



# Enhancing Governance

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3 GOOD HEALTH AND WELL-BEING



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



17 PARTNERSHIPS FOR THE GOALS







# Enhancing Governance

## Corporate Governance

WuXi Biologics strictly abides by the *HKEX Listing Rules*, the *Companies Ordinance* and other relevant laws, regulations, and guidelines. Our governance structure is based on the *Corporate Governance Code* as set out in Appendix 14 of the *HKEX Listing Rules*.

We recognize the importance of board diversity to our performance. We formulated our *Board Diversity Policy* to ensure that a range of skills, professional experience, educational background, knowledge, expertise, cultures, independence, ages, and genders is represented. As of December 31, 2021, our board comprised nine directors, of whom three were independent non-executive directors.

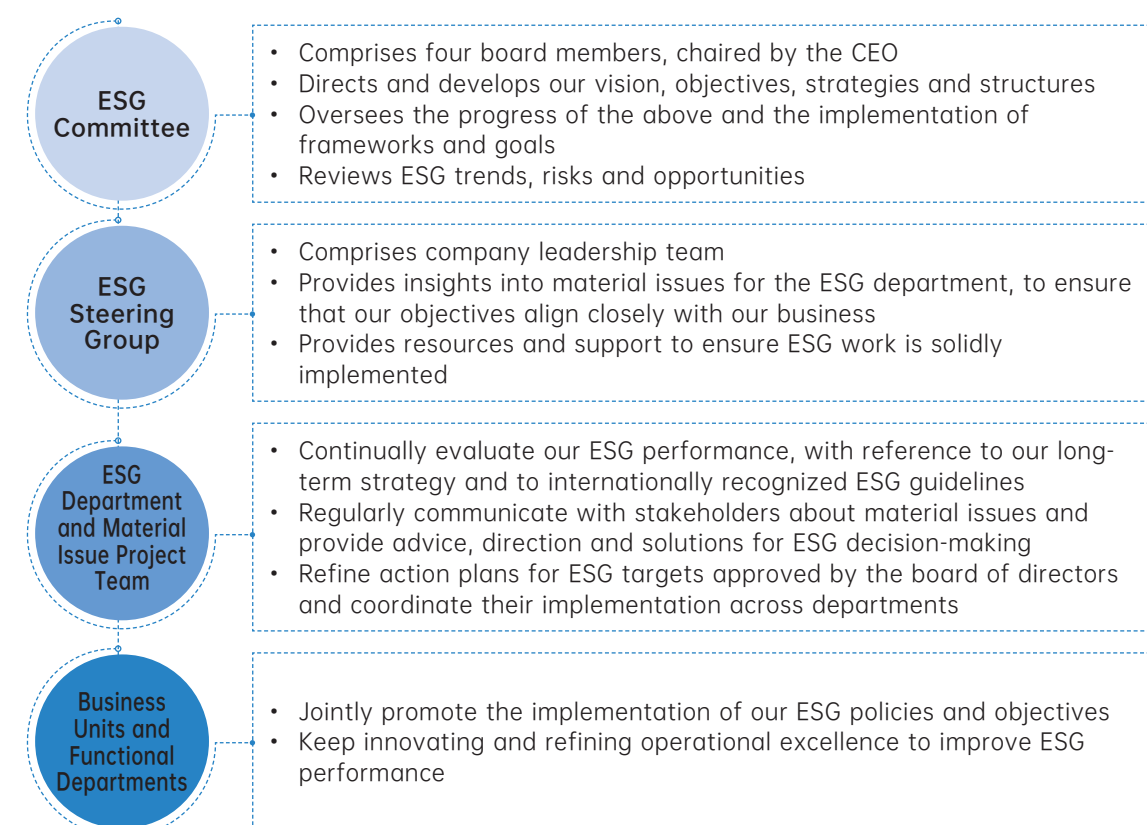
The Company established an Audit Committee, a Remuneration Committee, a Nomination Committee, a Strategy Committee, and an ESG Committee, which help provide a valuable and responsive framework for our efficient governance.

## ESG Governance

WuXi Biologics regards ESG governance as the cornerstone of corporate sustainable development, aligning it with our corporate vision and mission. We welcome our social and environmental responsibilities, and work with global partners to address universal challenges, such as global public health and climate change.

The Board of Directors is our highest decision-making and governing body regarding ESG issues, and guides the direction of our ESG-led strategy. The ESG Committee — established in March 2021 and comprising executive directors, non-executive directors and independent non-executive directors — formulates our ESG vision, objectives, strategies and structures; monitors development and implementation; and evaluates trends, risks and opportunities to incorporate and learn from the best practices in the industry.

### How We Manage ESG



## WuXi Biologics Board of Directors' statement

### Board of Directors Oversight

As the highest decision-making body for ESG affairs, the Board holds the overall accountability for the company's ESG governance. It has set up an ESG Committee, responsible for guiding and formulating the company's ESG vision, goals, strategies, and structures, as well as for determining the material ESG issues for the year, supervising the implementation of ESG goals in daily operation, and holding yearly meetings to report on ESG progress to the Board of Directors.

The ESG Committee is made up of four members, appointed by the Board from among its members, all with many years of industry and corporate governance experience, including two independent non-executive directors. The Committee is chaired by company CEO, Dr. Chris Chen.

### Work Implementation

At the operational level, the ESG steering group was formed by the company's leadership to provide strategic insight and resource support for ESG work.

Our ESG department reports to the above-mentioned ESG Committee on a regular basis, providing professional advice, facilitating and communicating the implementation of our ESG strategies, objectives, and initiatives to improve the overall ESG performance of the company. The department's output and recommendations are overseen and endorsed by the ESG Committee.

### Risk Governance

The WuXi Biologics Board of Directors appointed the Audit Committee to review and monitor overall risk management and internal governance protocols, carry out annual risk assessments, and provide timely identification, supervision, and management of internal and external risks.

The ESG Committee specifically assesses environmental and social risks, making sure that ESG-related risks are integrated into the company's risk management system. WuXi Biologics' annual risk assessment covers various aspects, including intellectual property risks, supply chain risks, information security risks, climate change risks, etc.

### Material ESG Issues

WuXi Biologics is committed to fulfilling stakeholders' shared values. We have established a smooth and transparent communication mechanism to identify and assess ESG issues of concern to stakeholders.

The Board of Directors and the ESG Committee regularly discuss stakeholders demands, identify ESG issues of importance to the company, and review and assess our ESG performance. This allows us to continue to refine our sustainable development strategy and protocols and improve ESG governance.

# Enhancing Governance

## Corporate Governance

### Stakeholder Communication and Materiality Identification

Stakeholder communication is vital to us, with clients, employees, investors, suppliers, the public, and government and regulatory authorities being WuXi Biologics' key stakeholders. Our company development and direction is decided by a comprehensive evaluation and consideration of the benefits to various stakeholders. We establish dialogues with them to convey information — such as company decisions and actions — and to understand their views, requirements and expectations. These communications help shape our objectives and strategies.

In 2021, through anonymous questionnaires and in-depth interviews, we analyzed stakeholders' views on ESG issues relevant to our business, as well as their satisfaction with our performance. With 1,213 questionnaires issued and 531 replies received, we achieved a response rate of 44%.

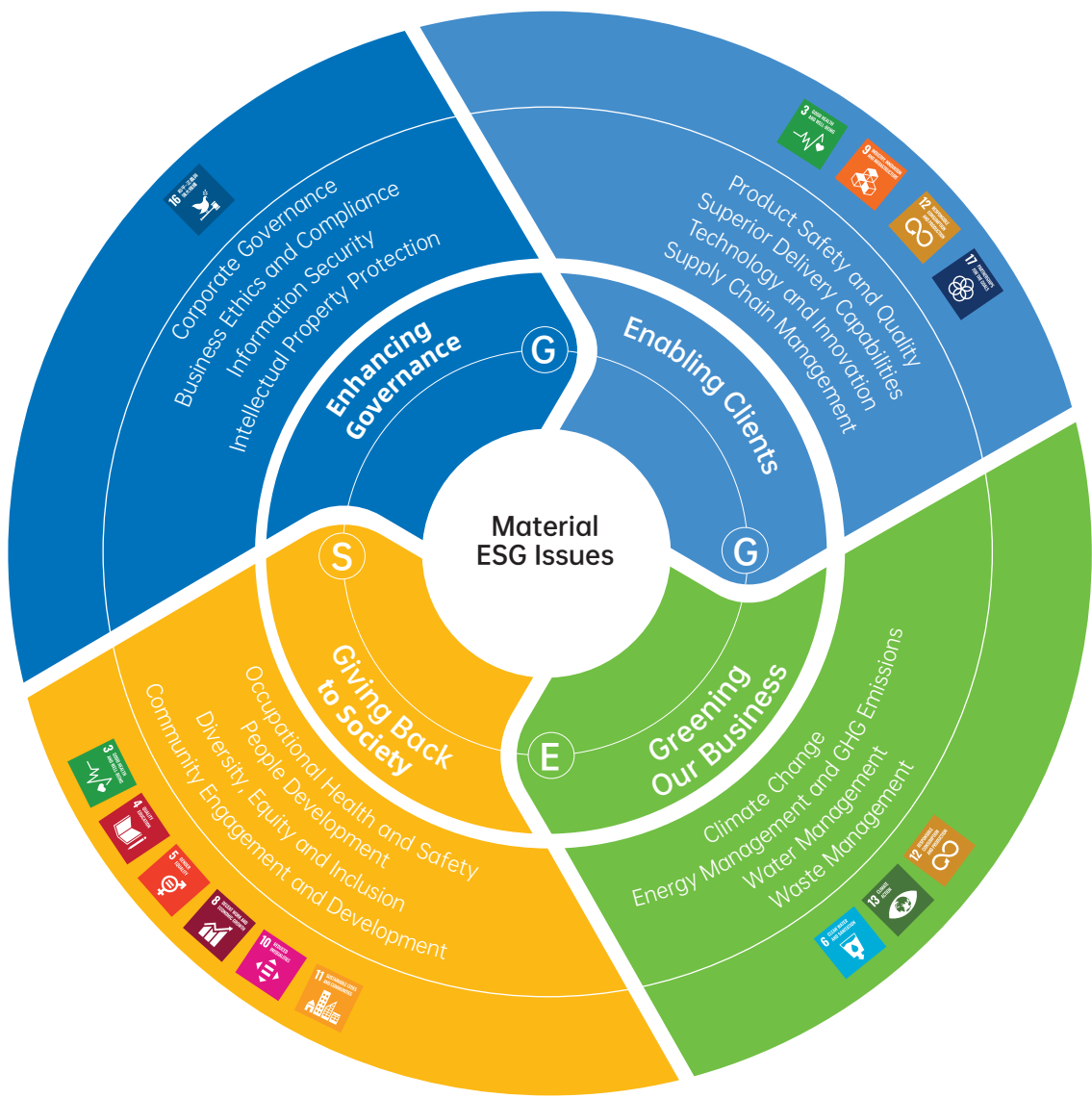
Using those responses, we identified over 20 materially important ESG issues and common goals:

Stakeholders	Common Goals	Communication and Response Mechanisms
Board of Directors	<ul style="list-style-type: none"><li>Corporate governance</li><li>Product safety and quality guarantee</li><li>Information security</li><li>Energy management and carbon emissions</li></ul>	<ul style="list-style-type: none"><li>Board meetings and ESG committee meetings</li></ul>
Clients	<ul style="list-style-type: none"><li>Superior delivery capabilities</li><li>Product safety and quality guarantee</li><li>Intellectual property protection</li><li>Information security</li></ul>	<ul style="list-style-type: none"><li>Client communication and complaint mechanisms</li><li>Outstanding quality protocols</li><li>Client satisfaction surveys</li><li>Transparent disclosures</li></ul>
Employees	<ul style="list-style-type: none"><li>Salary and benefits</li><li>Safeguarding employee rights and interests</li><li>Employee development and training</li><li>A culture of diversity, equity and inclusion</li></ul>	<ul style="list-style-type: none"><li>Staff townhall</li><li>CEO inbox</li><li>HR Helpline and service desk</li><li>Employee benefit and relief fund</li></ul>
Investors	<ul style="list-style-type: none"><li>Corporate governance</li><li>Business ethics and compliance</li><li>Technology and innovation</li></ul>	<ul style="list-style-type: none"><li>Annual General Meeting/investors meeting</li><li>Supervising and refining protocol implementation</li><li>Increased R&amp;D investment</li></ul>
Suppliers	<ul style="list-style-type: none"><li>Supply chain management</li><li>Supply chain safeguards</li><li>Communication</li></ul>	<ul style="list-style-type: none"><li>Supplier approvals and audits</li><li>Multi-sourcing and safety stock</li><li>Communication channels, including email, telephone, regular meetings, and trainings</li></ul>
Government and Regulatory Authorities	<ul style="list-style-type: none"><li>Business ethics and compliance</li><li>Product safety and quality guarantee</li><li>Energy management and carbon emissions</li></ul>	<ul style="list-style-type: none"><li>Enhanced compliance</li><li>Transparent disclosures</li><li>Environmental goals and commitments</li></ul>
The Public	<ul style="list-style-type: none"><li>Benefits for patients</li><li>Community engagement and development</li></ul>	<ul style="list-style-type: none"><li>Enabling clients to accelerate the launch of new drugs</li><li>WuXi Bio Charity Foundation and Employee Volunteer Association</li></ul>

### Supporting the United Nations Sustainable Development Goals

To address common challenges facing mankind and practice social responsibility, we integrate the United Nations Sustainable Development Goals (SDGs), where relevant, into our ESG strategy. By connecting the SDGs with our long-term goals and initiatives, we have taken practical action to safeguard the health and well-being of people and the planet.

Based on the results of our materiality analysis, the following issues are our focus:



# Enhancing Governance

## Operational Compliance

WuXi Biologics attaches great value to continually strengthening corporate compliance, which is key to our sustainable growth. We are guided by shared values of integrity, compliance with the law, fair competition rules, and honest management, and we are committed to establishing an industry-leading, professional compliance management system. Our goal is to create a culture of integrity and compliance, ensuring that our interaction with stakeholders adheres to the highest standards of business ethics.

### Upholding Business Ethics

We have zero tolerance for business ethics violations. We strive to create a comprehensive system for compliance management, with whistleblowing mechanisms that help ensure ongoing improvement. We undertake regular trainings on compliance, promote a culture of personal integrity, and punish those who participate in corrupt activities.

#### Management Structure

To ensure the soundness and efficacy of our internal controls and risk management, an audit committee protects the interests of our shareholders and the security of the company's assets. An internal audit department reports to that committee and monitors how our compliance is implemented. A compliance committee — led by our CEO and comprising leaders of core departments — enhances our management from the top down.

#### Policy and System

We comply with all laws and regulations relating to business operations and ethics. We rigorously implement our *Code of Business Conduct and Ethics* policies, and *Anti-Corruption* and *Conflict of Interest* policies, among others and also monitor our business partners to ensure alignment.

Our business ethics concern product quality, intellectual property rights and protection of confidential information, labor and human rights, global trade compliance, and combating corruption and bribery. We clearly define acceptable behaviors by our staff (including full-time and part-time employees), suppliers, clients, and partners regarding corruption, conflicts of interest, gifts, complimentary meals and other forms of business hospitality, and the use and protection of our assets. On this basis, we have established and fully implemented highly enforceable rules and regulations, including hundreds of standard operating procedures (SOPs).

### Implementation of Measures

WuXi Biologics gives attention to regulating the full range of possible business ethic violations as part of our risk management programs. Staff are required to sign an agreement to comply with our business ethics guidelines, while suppliers sign our *Integrity Agreement for Cooperation*. Compliance is a factor in staff performance evaluation, with any violations directly affecting the yearly performance results for both the employees and their department.

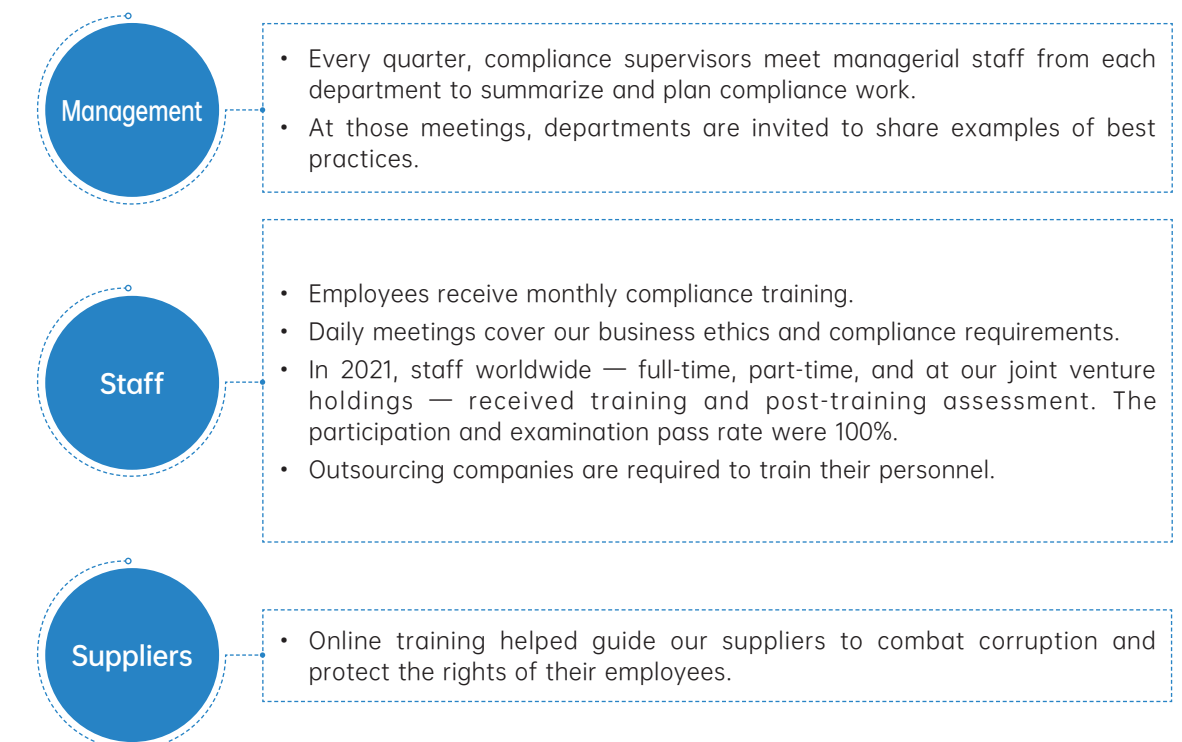
Regular audits and inspections verify the effectiveness of our internal controls. All operating locations are checked at least once every three years, with the frequency increased according to specific business needs. In addition, we regularly audit and supervise our suppliers.

Internal audit staff are encouraged, with our financial support, to undertake professional training and obtain compliance-related certificates, such as Certified Internal Auditor (CIA), Certified Fraud Examiner (CFE), and Certified Information Systems Auditor (CISA).

### Dedicated Trainings

To increase awareness and understanding of our code of conduct and anti-corruption system, and to provide a guide to standardized behavior regarding compliance and business ethics, we conducted trainings for employees at all levels, as well as for suppliers in 2021. The topics included intellectual property protection and compliance, combating corruption and bribery, data compliance, information security, supply chain integrity, biosecurity, and environmental compliance. Board members also received training in 2021, on topics such as conflicts of interest and our business code of conduct.

#### Compliance Trainings






# Enhancing Governance

## Operational Compliance

Indicator	Unit	2021
Percentage of directors covered by training on the Business Code of Conduct and anti-corruption.	%	100%
Number of hours of training on the Business Code of Conduct and anti-corruption that each director received.	Hours	0.5
Percentage of employees covered by the training on the Business Code of Conduct and anti-corruption.	%	100%
Number of hours of training on the Business Code of Conduct and anti-corruption that each employee received.	Hours	1

### Reporting and Supervision

Our *Whistleblowing and Investigation Policy* protects whistleblowers and ensures violations are investigated and handled independently, objectively, and fairly. It outlines the mechanisms for management and communication, rewards, and punishments. Staff, clients, suppliers, and other stakeholders are encouraged to report possible misconduct if they become aware of it.

<div>Reporting Channels</div> 	• Superiors in the organization
	• Internal Audit department
	• CEO's inbox
	• Compliance Reporting email: Compliance_Biologics@wuxibiologics.com
	• Legal department: Legal@wuxibiologics.com
	• Compliance Hotline: 400-820-9577

Whistleblowers are protected by management. Investigators must keep confidential the identity of the person submitting the report throughout the process, and disclosure of their personal information is forbidden. Any retaliation against whistleblowers is punished.

In 2021, no lawsuits or legal cases were brought against WuXi Biologics for corruption, breaches in business ethics, or unfair competition.

## Protecting Intellectual Property

WuXi Biologics is committed to promoting biologics innovation, and cherishes the trust of our clients. Intellectual property is the shared lifeline of WuXi Biologics and its clients. At WuXi Biologics, we build on a foundation of integrity and dedication to keep improving our world-class intellectual property protection system. We enforce a zero-tolerance policy and severely punish any criminal infringement of intellectual property rights. This is our most important responsibility and commitment.

### Policy and System

WuXi Biologics regards intellectual property rights as the foundation for mutual trust between our company and its clients around the world. Our *Intellectual Property Manual*, *Intellectual Property Project Management Rules*, *Intellectual Property Risk Management and Dispute Resolution Rules*, and *Employee Innovation and Creation Reward and Remuneration Management Policy* (created in accordance with requirements set out in the GB/T 29490-2013 *Administration of Intellectual Property Rights of Enterprises*) protect our innovations and those of our clients, promote the progress of technology, and reinforce our leadership position in this area amongst contract service providers.

### Implementation of Measures

Implementation of our policies is led by our Legal department, with a guiding mission to protect intellectual property rights, promote industrial cooperation and development, stimulate scientific and technological innovation, and advance global health. At the same time, we have established strict policies and procedures for accountability and prosecution in cases of infringement. We will severely crack down on any intellectual property rights infringements.

We protect intellectual property rights both internally and externally. Staff are required to follow our *Trade Secrets Compliance Management Policy* and undertake related training. Externally, to ensure no third-party rights are infringed during procurement, suppliers are required to sign the *Suppliers Intellectual Property Declaration*, which explains the application of intellectual property rights and details our dispute settlement procedures.

Enhancing Governance

Operational Compliance

How We Protect Intellectual Property

Training	Data	Files	Firewall
<ul style="list-style-type: none"><li>• Ongoing training on intellectual property protection and compliance.</li><li>• All staff attend daily 15-minute compliance meetings, covering intellectual property.</li></ul>	<ul style="list-style-type: none"><li>• Traceable data.</li><li>• Electronic laboratory notes.</li><li>• Double backup.</li><li>• Sequential point-to-point transmissions.</li></ul>	<ul style="list-style-type: none"><li>• All project-related files are encrypted.</li><li>• Transfers to flash drives and other removable disks are forbidden.</li></ul>	<ul style="list-style-type: none"><li>• Teams working on different projects are not allowed to talk about or share clients' confidential information.</li><li>• Firewalls are established between teams working on different projects.</li><li>• Projects are encoded and sample names encrypted.</li></ul>

In 2021, our Intellectual Property Management System was accredited by external certification institutions and no cases of noncompliance were found during audits.



Intellectual Property Management Certificates

Protecting Information Security

Policy and System

WuXi Biologics greatly values information security and commercial information protection. We continually enhance our information security technology and secure operations, and strictly regulate the flow and dissemination of data and documents. Our *Information Security Manual*, *Information Security Risk Management Policy*, *Information Security Strategy*, and *Data Privacy Policy* are implemented via both technology and management.

Management Structure

We continue to perfect our information security management to mitigate potential risks. We strive to ensure that every daily operation is free from the risk of data and information leaks. Our Information Security Management Committee — led by the CEO and composed of senior management — determines our strategy and relevant policies, and supports their implementation.

An Information Security Working Committee, comprising coordinators from various teams, evaluates risks for important projects. It also appoints information security managers, to communicate between management personnel and the committee.

Our Information Security Initiatives in 2021

External risk prevention and management	Business development empowerment	Creating a culture of security
<ul style="list-style-type: none"><li>• All internet-facing websites held a security score above 90.</li><li>• Approximately 200,000 phishing/spam emails were blocked every month.</li><li>• There were no significant breaches.</li></ul>	<ul style="list-style-type: none"><li>• Completed 14 information security survey responses from clients.</li><li>• Completed ISO 27001 certification audit.</li></ul>	<ul style="list-style-type: none"><li>• Two company-wide Information security awareness training sessions.</li><li>• Conducted 10 special training sessions of online-fraud and ransomware.</li><li>• Conducted phishing simulations on more than 300 internal accounts.</li></ul>

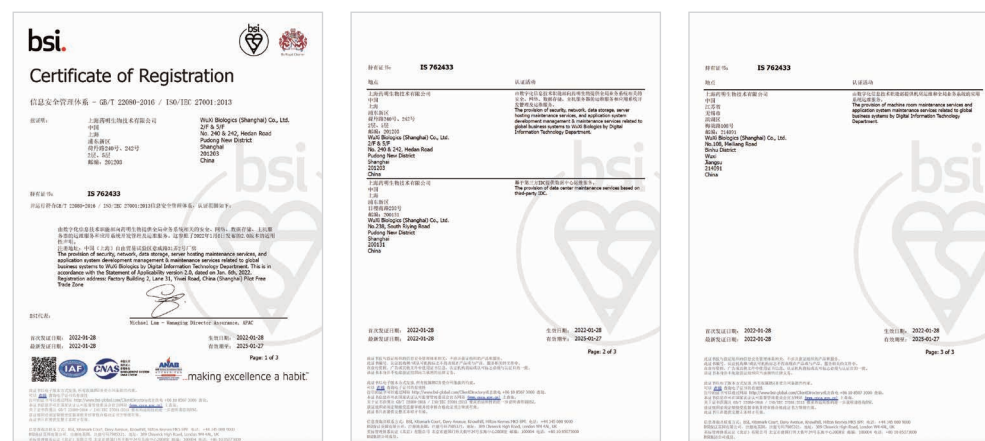
Dedicated Training

Information security is covered in annual compliance training, complemented in 2021 by targeted activities to raise awareness on information security protection. These include Information Security Early Steps sessions, and *Information Classification and Assessment Standards* training for IT staff. Employees are encouraged, with our financial support, to obtain certificates and professional qualifications in project management, information security, databases, etc.

# Enhancing Governance

## Operational Compliance

An ISO 27001 audit of our information security management, launched in 2021, was completed on January 7, 2022. On January 28, 2022, our Shanghai Waigaoqiao and Wuxi Mashan sites obtained ISO 27001 certification. We plan to expand certification to other sites and strengthen our competitiveness with regards to information security.



ISO 27001 Certification

## Responsible Marketing

### Policy and System

WuXi Biologics strictly abides by all applicable legal requirements and industry guidelines in every location of our business operations. Any exaggeration, deception, and false content in our marketing, advertising, and sales activities is strictly forbidden. Our *Responsible Marketing Policy*, *Marketing Activities Administrative Procedures*, *External Communications Management Policy*, and *Visual Identification Management Policy* specify permissible content and methods of marketing.

Our policies make clear that company personnel should not misrepresent our products, services, or prices, nor make false or misleading statements about our competitors' products, services, or performance — further ensuring that all of our disclosures are accurate, transparent, and reliable.


### Dedicated Training

Regular training ensures staff are familiar with — and fully understand — the legal and regulatory requirements for responsible marketing, as well as our company policies. Additionally, we regularly organize specialized training on business-related responsible marketing for all marketing personnel so as to unify our company's image and make sure that all publicity affecting our corporate brand is both compliant and legal.

In 2021, we organized more than 15 training sessions on our Visual Identification management, covering approximately 1,000 employees across a total 500 training hours. Twenty training sessions on external communications management covered more than 4,000 persons, reaching a total of 1,000 training hours.

### Monitoring Mechanism

To ensure our values are upheld, due diligence is conducted at all levels of the marketing team, and materials are approved by authorized management before release. We encourage staff, clients, suppliers, and third parties to report any violations of our *Code of Business Conduct and Ethics*. Any such report of misconduct is considered seriously and investigated promptly, and necessary corrective measures are taken.

Reporting Emails	IA_Biologics@wuxibiologics.com
	Compliance_Biologics@wuxibiologics.com

In 2021, no administrative penalties or litigation arose from marketing violations.



# Enhancing Governance

## Operational Compliance

### Caring for Animals

WuXi Biologics practices scientific, reasonable, and humane management and treatment of laboratory animals. We strictly abide by the guidelines in each country or region in which we operate, and follow the highest welfare standards in experiments.

**AAALAC  
International  
Certification**

In 2021, our animal facilities earned accreditation from the International Association for Assessment and Accreditation of Laboratory Animal Care (AAALAC).

### Management System

Our Committee on the Management and Use of Laboratory Animals supervises welfare and undertakes audits. In 2021, the committee reviewed its policies on animal ethics and completed the bi-annual audit evaluating the necessity, rationality, and standardization of our use of laboratory animals. Following that, corresponding measures were taken to enhance animal welfare.

Committee on Management and Use of Laboratory Animals	Relevant Personnel
<ul style="list-style-type: none"><li>Supervises and reviews our management of animals and their use in experiments.</li><li>Every quarter, tests samples from each supplier and animal line to guarantee the quality.</li></ul>	<ul style="list-style-type: none"><li>According to our <i>Animal Experiment Management Policy</i>, all animal-testing operations and their management are carried out under the supervision of the Animal Management Committee.</li><li>More than 100 standard operating procedures regarding laboratory animals are applied by our research centers.</li></ul>

We strive to reduce the use of animals, optimize the experimentation process for humane treatment, and improve the environment and quality of life for our laboratory animals. We adhere to the "3R" principle — reduce, replace, and refine — and constantly seek to identify new best practices. Our Committee on Management and Use of Laboratory Animals evaluates necessity prior to all experiments, requiring any such experiment or procedure that could instead utilize in vitro or cell culture method to refrain from using animals.

### Dedicated Training

Technical training in animal welfare and standard operating procedures is undertaken by all animal center personnel prior to their participation in experiments. External training is provided for professional staff, including safety management personnel and equipment operators of special equipment, as well as Shanghai city training for professional skills related to laboratory animals. We recognize that cultivating a highly skilled laboratory team increases the efficiency and humane treatment of our animal testing and improves animal welfare.

# Enhancing Governance

## Risk Management

### Policy and System

WuXi Biologics actively works to prevent and responds to risks to production and operation, and is committed to ensuring the stability of our business activities. Our Business Continuity Management System("BCMS"), Crisis Management Policy and BCP Crisis Recovery Plan provide clear guidelines for business continuity, crisis management and recovery.

### Management Structure and Preventive Process

Sound management helps us identify, prevent, and manage risks in a timely manner: The Audit Committee, under the Board of Directors, reviews and monitors our risk management systems and procedures and our overall internal management structure. The Risk Management and Compliance department, Internal Audit department, and Legal Department coordinate with the Business department to implement risk management policies through a dedicated risk management working group. Multiple lines of defense are in place from preventive risk management to regular audits, to ensure business activities are carried out in a legal and compliant manner.



In the course of our operations, we proactively and systematically identify and respond to risks. To minimize possible losses, we identify both internal and external risks, and take measures to prevent and manage them.

### Business Continuity Management System

A business continuity management process ensures we respond effectively to unplanned disruptions. If an event develops into a crisis level, the emergency command team promptly informs the emergency leadership team. The latter determines if the business continuity and recovery protocol should be activated.

We conduct annual drills to improve our emergency response and bolster organizational resilience.

# Enhancing Governance

Enabling Clients

## 470+ Global Partners

WuXi Biologics' integrated end-to-end services, technologies, early-stage R&D capabilities, quality systems, and production batch success rates put us at the leading edge of the CRDMO industry.

Thanks to well-established recognition and trust by our clients, we have more than 470 global partners, including the world's top 20 pharmaceutical companies.

We will continue to enhance our products and services, and improve the management of suppliers and supply chains, so that WuXi Biologics can offer our clients the most comprehensive capabilities in the global biopharmaceutical industry.

## Quality

### Ensuring Our Product Quality

Our Chief Quality Officer leads five departments: Global Quality Compliance, Quality Assurance, Quality Control, the Training Center, and Regulatory Affairs. These departments ensure operational compliance to global regulatory standards and guidelines, oversee monitoring, quality control and data integrity, establish our training programs, and drug registration compliance amongst other critical quality system programs that support our commitment to ensuring the highest levels of quality.

#### Five Forces of the WuXi Biologics Quality System



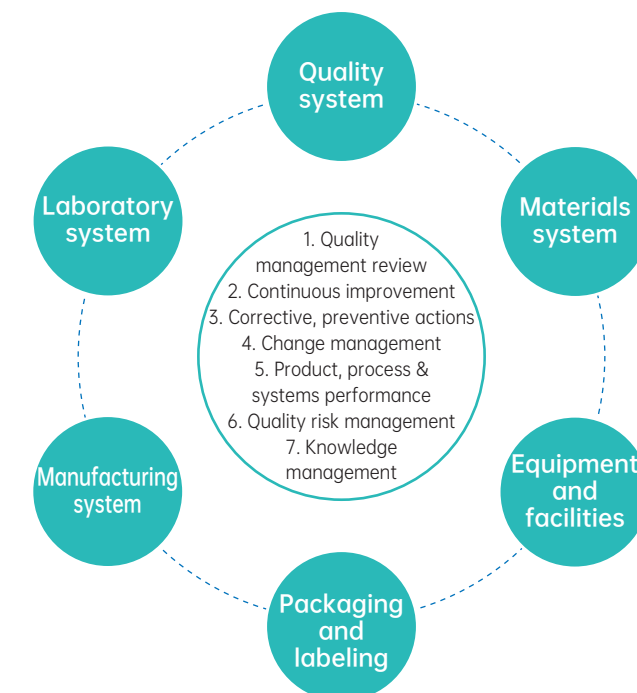
### Establishing Quality Protocols

Our quality management meets all relevant requirements for drug manufacturing in China, the US, the European Union, and other countries and regions. Within the three-tier quality document structure, our *Quality Manual* provides overall guidance, complemented by 36 quality standard guidelines. We have more than 4,000 standard operating procedures and GMP requirements for each operation site. These range from quality risk management and corrective-preventive measures to change management and knowledge management.

36 Guidelines

4,000+ SOPs

#### Our Quality System Scope



Our globally unified quality structure ensures effective implementation of quality policies around the world. We established a digital quality system. Internal audits are regularly conducted according to our quality audit plans. Designated departments analyze audit findings, develop corresponding solutions, and implement improvement measures in coordination with onsite-quality assurance and quality control departments. Thanks to the concerted efforts across all these departments, WuXi Biologics has continually refined its quality programs and unified its adherence to global standards.

# Enhancing Governance

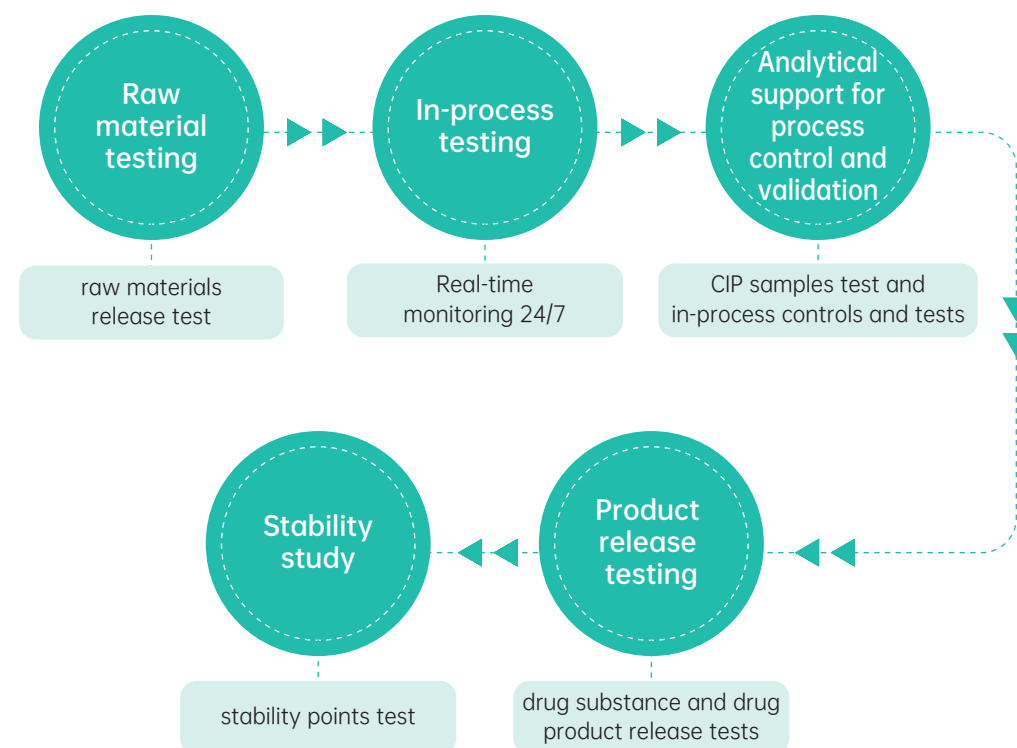
## Enabling Clients

### Quality Control

WuXi Biologics conducts robust internal quality testing and monitoring. We have quality control laboratories throughout our sites worldwide. With the support of our state-of-the-art laboratories, instruments, and electronic systems, our teams conduct raw material testing, in-process testing, process control and clean validation, product release testing, and stability studies for all products.

We perform routine environment and utility monitoring of all clean areas for drug manufacturing through the whole quality control process.

#### Our Quality Control Process



### Quality Trainings

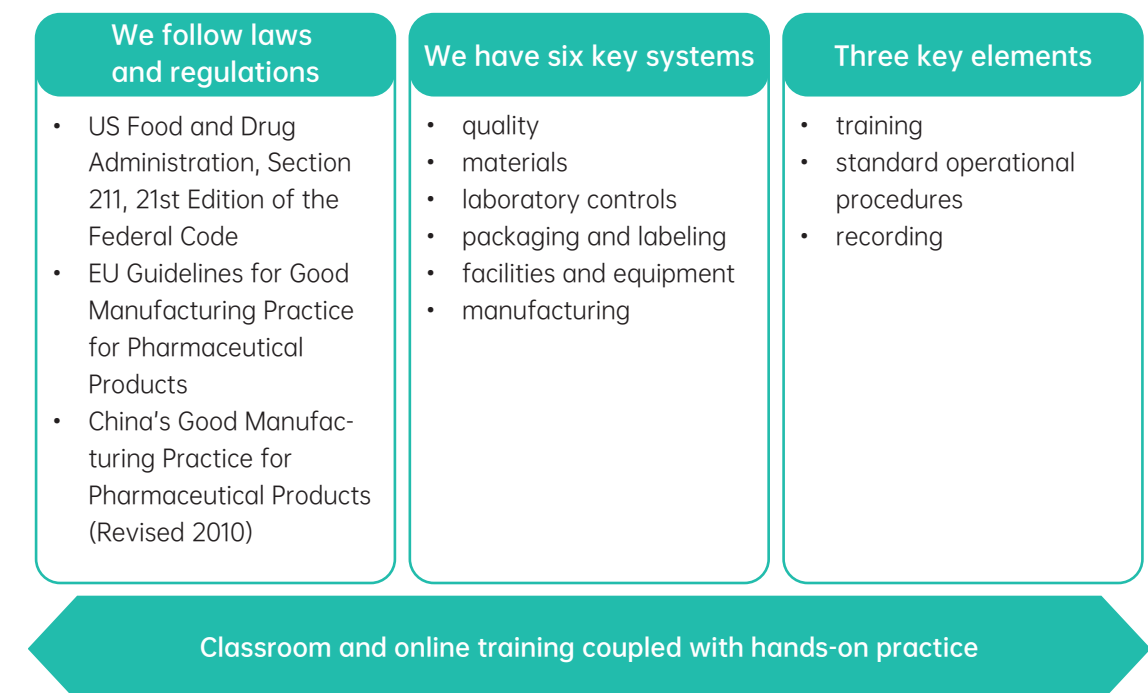
We highly value continuous enhancement of quality awareness and strengthening of our quality culture. Our training center ensures effective development of the annual training plan and full implementation of training policies. Quality training focuses on six key systems: quality system, materials system, laboratory control system, packaging and labeling system, facility and equipment system, and manufacturing system. Quality training is aimed at all employees, including full-time employees, interns, and outsourced personnel.

Upon hiring, new employees in R&D, manufacturing, quality, and related positions are trained in GMP, manufacturing and quality control, as well as laboratory practices. Annual training and continual upgrading of technical skills ensures that our high standards are maintained.

Staff in other positions receive quality training at orientation, followed by annual training. They can also learn independently through the online courses on our iGrow training platform. Via these multiple channels, we continue to enhance the awareness of quality policies and requirements for all our people.

We have strict specifications for pre-training preparation as well as in-training assessment. We require examination and assessment, data collection, feedback investigation, report generation, and record archiving for each training.

#### Key Elements of Quality Training Programs





# Enhancing Governance

## Enabling Clients



GMP training for new staff



Practical training in laboratory operations

### Quality Inspection and Certification

All of WuXi Biologics' currently operating manufacturing sites hold GMP accreditation. Sites under construction or yet to be put into operation will be managed in accordance with GMP requirements and will apply for the relevant certifications.

## 180+ GMP Audits by Clients

In 2021, we completed 16 inspections by the drug regulatory agencies of seven countries. These covered marketing authorizations, drug registration verification, and GMP conformity. There were no major findings, and inspection by both Health Canadian and Japan's Pharmaceuticals and Medical Devices Agency (PMDA) passed with zero findings. We also welcomed more than 180 client GMP audits in 2021, all of which earned us satisfactory ratings.

These certifications and audits confirm that the quality of WuXi Biologics' products is fully compliant with global regulatory requirements.

## Client Services

WuXi Biologics strives to provide high-quality services to clients and partners around the world, in compliance with — and even exceeding global regulatory requirements. Thanks to our global reach and technical expertise, we meet our clients' needs with flexibility, efficiency, and quality. In addition, our comprehensive complaint-handling, product improvement and if required, recall procedures, and client satisfaction surveys enable us to enhance and fine-tune our services on a continuous basis.

### Meeting client needs with flexibility

We are committed to delivering projects at the fastest speed with the highest quality. To this end, we deploy global dual-sourcing and multiple-sourced procurement of materials to meet demand and improve supply stability. WuXi Biologics Speed and WuXi Biologics Quality ensure that projects are delivered on time per agreed to specifications and that meet client expectations.

Our efficient execution and unique CMC matrix management concept and model ensures a seamless and flexible connection between our technical team and our global clients. The result is round-the-clock service to clients located throughout the world.

### Comments from our clients

“

We are impressed with your experienced strategic planning and problem-solving capabilities, from the very beginning of cell line selection, process development and scale-up, to the GMP Manufacturing.

WuXi Biologics is one of the best business partners of Bii, and with your strong support, we achieved a historical milestone together in 2021. I greatly appreciate the amicable working relations with you, hard-working attitude showed by your team involved in this project, keeping calm and nice atmosphere when facing challenge and stress.

We recognize the commitment from WuXi Biologics through your strong customer focus, collaborative technical discussions, proactive problem solving, comprehensive technical expertise and exemplary program management and project leadership.

Thank all of our WuXi colleagues for a very productive year in our relationship that wouldn't have been possible without our excellent collaboration, and more importantly, the hard work from all of you.

”

# Enhancing Governance

## Enabling Clients

### Resolving Clients' Concerns

Maintaining quality entails dealing with — and learning from — client complaints. If a complaint is received, our quality assurance department invites experts on the topics involved to set up a working group. Investigations are completed within 30 working days. If a complaint is verified, targeted corrective and preventive measures are undertaken. The results are discussed at our annual management meeting and trend analysis is conducted.

In 2021, we received and properly handled five client complaints related to the services we provide. We reviewed the causes, strengthened communication between relevant suppliers, and prevented recurrence via internal training, the upgrading of the relevant documents or SOPs, and in specific instances, the filing of supplier complaints.

### Product Recall Process

To further protect the rights and safety of clients, our product recall process has detailed guidelines for different scenarios and levels of recall. To test and improve our capability, we conduct a recall drill once a year and invite clients to participate.

To date, no product recalls have occurred at WuXi Biologics.

#### Annual Recall Drill

Clients and WuXi Biologics personnel from multiple departments teamed up in 2021 for a mock clinical product recall. The whereabouts of all products with quality issues in the drill were clearly traced within 15 hours and promptly isolated. This met our requirement for top-level recalls: to freeze shipments within 24 hours. A mock destruction of the recalled products was also undertaken.

The drill demonstrated our emergency management capabilities and ability to cooperate across departments. It was highly commended by participating clients.

### Gauging Satisfaction

To better understand the needs of our clients, and to enhance our service, we conduct satisfaction surveys every year in accordance with the guidelines of the *WuXi Biologics Operation Protocol for Client Satisfaction Questionnaires*. The 2021 survey extended the scope of clients surveyed, and added tracking and a search function for questions that received low scores. This allowed us to compare the results to previous years, and to learn whether improvement measures had increased satisfaction. A summary report is shared with clients, and we outline clear and customized improvement plans for clients to resolve low scores. Our 2021 survey results gave us an 88.52% satisfaction rating.

**88.52%**  
**Customer**  
**Satisfaction Rate**

### WuXi Biologics wins core awards for fifth consecutive year

For a fifth consecutive year, WuXi Biologics once again won the 2022 CMO Leading Enterprise Awards. We earned a 'champion' title in the capability category thanks to our integrated technology, manufacturing capacity, and end-to-end services. WuXi Biologics enables global partners with great flexibility and effective execution.



# Enhancing Governance

## Sustainable Supply Chain

WuXi Biologics works with suppliers who share our high ethical standards and who are socially and environmentally responsible. Our main purchases are raw and auxiliary materials for research and development and production, plus equipment, IT platforms and services, and other outsourced services. By continually enhancing our supply chain management and strengthening communication with suppliers and partners, we successfully maintain the sustainability of the products we supply to our clients.

Our *Procurement Supplier Management Measures* guide the life cycle of supplier management, from initial vendor assessment and approval to performance assessment, fulfillment evaluation, and annual audits. In addition, our *Business Partner Code of Conduct* documents our requirements for continued cooperation, clarifies the general *Code of Conduct*, and provides a reference for daily management of suppliers.

### Approving and Classifying Our Suppliers

For initial approval, our *Supplier Development and Management Policy* clarifies the screening principles and qualification standards for procurement types. We research potential suppliers' compliance, environmental and social performance, and relevant certifications. The product quality and good manufacturing practice of suppliers of raw and auxiliary materials are reviewed at the approval stage, to ensure the products meet our standards. Quality agreements are signed with each supplier.

#### Our Criteria for Suppliers

- Establish required item names and material quality standards
- Check product conforms to national, industry, and company standards

- Check suppliers' production capacity and conditions, and quality assurance
- Confirm that after-sales service meets our requirements

- Confirm supplier's reputation and provision of quality service

- Prioritize companies with good record of corporate social responsibility

Approved suppliers are classified as strategic, key, or general suppliers according to business impact and market complexity.

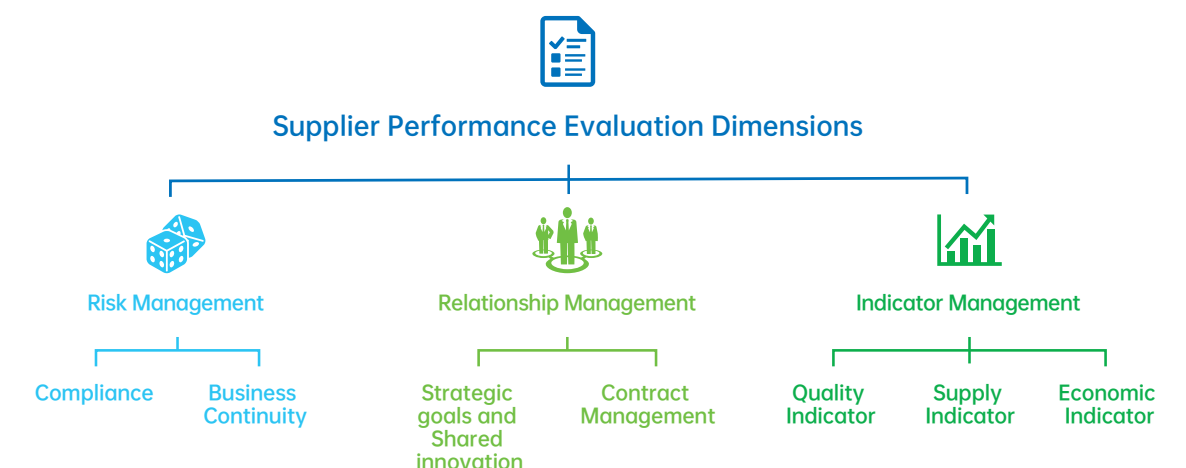
#### Our Supplier Classification and Management

Strategic Suppliers	Key Suppliers	General Suppliers
<ul style="list-style-type: none"> <li>• Monthly performance evaluations</li> <li>• Quarterly quality and technical exchanges</li> <li>• Biannual leadership team communications</li> <li>• Ongoing strategic synergy and relationship management</li> </ul>	<ul style="list-style-type: none"> <li>• Quarterly performance evaluation</li> <li>• Annual due diligence and risk assessment</li> <li>• Ongoing business continuity risk management</li> <li>• Ongoing procurement cost management</li> <li>• Ongoing alternative supply development</li> </ul>	<ul style="list-style-type: none"> <li>• Day-to-day supply management</li> <li>• In major event cases, activate risk substitution strategy</li> </ul>

### Evaluating suppliers' performance

Supplier performance evaluation revolves around three categories:

- Risk management focuses on a supplier's compliance and business continuity readiness in the event of supply chain disruptions.
- Relationship management focuses on a supplier's willingness to share strategic objectives and innovations, and the development of contracts between us.
- Indicator management is divided into quality, supply and economy to refine supplier management



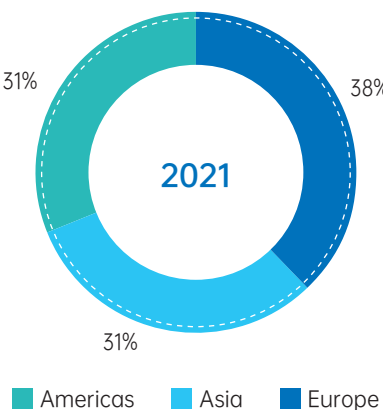
# Enhancing Governance

## Sustainable Supply Chain

We undertake annual evaluations of all suppliers, in terms of reputation, product quality and safety management, internal management, production reliability and trade compliance:

- Document audits examine documentation and evaluate agreements of all suppliers, to ensure that qualifications, products, and service meet our requirements
- On-site audits — inspecting sites, documents, and records — verify that production and operations are compliant and meet our standards. In response to audit findings, we coach and train suppliers, devise targeted improvement action plans, and track their implementation of further quality management and compliance management improvements.

Supplier Distribution by Purchase Volume <sup>6</sup>



In 2021, we hired a third-party auditor to audit our major suppliers. The auditors focused on trade security, compliance, operating conditions, legal disputes, and employee rights and interests. Based on the results and key findings, rectification and training were devised.

Our purchase volume is equally distributed across the three continents illustrated to the left. Refer to Appendix I: Key Performance Tables for detailed disclosure of supplier geographical distributions.

<sup>6</sup> Supplier Distribution represents of suppliers by purchase volume would be counted on the total purchase amount purchased.

## Assessing Suppliers' Environmental and Social Risks

To establish and maintain a sustainable supply chain, WuXi Biologics includes environmental and social risks in its criteria for supplier assessment and management. Our *Business Partner Code of Conduct* emphasizes the requirements and constraints for our suppliers and provides a path for whistleblowing to encourage mutual oversight.

Prior to admission all suppliers sign our *Business Partner Commitment Form* to demonstrate that they clearly understand and commit to complying with our *Code of Conduct*. And we continually evaluate and monitor suppliers regarding their business ethics, social and environmental performance.

### Key points from our Business Partner Code of Conduct

Environmental, Health and Safety Management	Business Ethics and Compliance	Human Rights and Employee Rights
<ul style="list-style-type: none"><li>• Strict compliance with environmental, health, and safety laws and regulations in each country and region in which we operate</li><li>• A healthy, safe, environmentally-friendly, and comfortable working environment</li></ul>	<ul style="list-style-type: none"><li>• Clean and honest governance, and zero tolerance for corruption and bribery</li><li>• Strict compliance with all laws and regulations regarding fair competition and antitrust</li><li>• Strict compliance with data privacy laws in all applicable countries and regions</li></ul>	<ul style="list-style-type: none"><li>• Supporting and respecting human rights, including the elimination of all forms of slavery, forced labor and child labor</li><li>• Respecting the right of employees to participate in independent trade unions, collective bargaining, and freedom of association</li><li>• Providing an equal working environment without harassment and discrimination</li></ul>

## Suppliers' Training and Communications

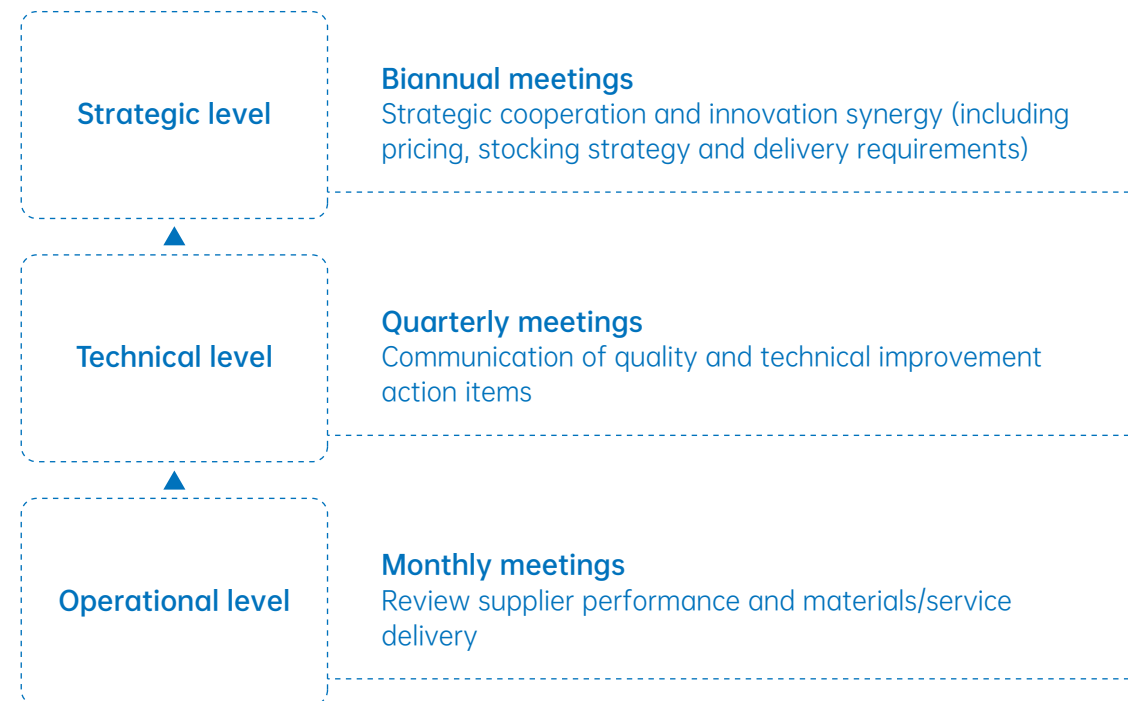
Ongoing communication with suppliers is the foundation of WuXi Biologics' supply chain performance, synergy and agility. We regularly conduct strategic, technical, and operational meetings, and actively engage with our suppliers during day-to-day business. We train suppliers — online and offline — to help them refine their quality management and other capabilities. And we share the latest standards and updates in supplier management, interpreting the meaning and implications of relevant developments for them.



# Enhancing Governance

## Sustainable Supply Chain

### Our Focus and Frequency of Communications with Suppliers



To advance our industry, we are committed to promoting technology exchange and sharing. In 2021, we held our first Supply Chain Innovation Day, featuring technical exchanges and sharing sessions with industrial leading companies,, which was aimed at promoting industry development while meeting our R&D innovation needs.

### Stabilizing our Supply Chain

The pandemic led to growing demand but brought uncertainty to the global supply chain. In response, we continued to improve our multiple-sourced procurement and safety stock in 2021. We undertook a supply chain stability analysis, identified six categories of factors that may affect supply chain stability, and devised mitigating strategies:

### Multi-Sourcing Safety Stock

### Our Supply Chain Safeguard Measures



#### Hazardous chemicals warehouse management

- standardize hazardous chemical management
- establish inspection protocols and emergency plans, and conduct regular drills
- increase training and require passing of exams before taking up of posts
- check third-party warehouse resources



#### Cold chain management

- ensure that storage rooms and equipment for materials and products are regularly checked
- check vehicle performance
- enhance system documents and train employees on proper handling and reporting abnormal conditions



#### Supply source guarantee

- assess and classify high-risk materials and suppliers, to establish a reasonable inventory strategy
- develop secondary sources for high-risk supplies
- in the event of supply interruption, assess the existing inventory of affected supplies for measured management and use
- identify and approve alternative suppliers as soon as possible, to maintain timely delivery



#### International logistics safeguard

- define at-risk regions according to international conditions
- identify high-risk materials and suppliers, and develop alternative sources
- maintain close communication with customs and other government agencies



#### Trade policies monitoring

- analyze policy information and its impact on our business
- undertake regular internal audits and actively cooperate with external audits
- establish an appropriate preventive mechanism for import/export in case of cuts in supply



#### Imports and exports management

- if unable to work on-site, work remotely to support imports and exports
- devise emergency response plans for dealing with interruption in the export of samples and products and the import of materials, and equipment
- actively determine the pick-up date and confirm the flight in advance with the corresponding agent.
- plan multiple transportation strategies for routes where operation is unstable



# Giving Back to Society

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3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

11 SUSTAINABLE CITIES AND COMMUNITIES





# Giving Back to Society

## People Development

WuXi Biologics' employees are fundamental to both our sustainable development and our success. We are therefore committed to creating an equal, diverse, and inclusive working environment. In addition, we provide opportunities for development so that our people can find fulfillment while working at WuXi Biologics and grow along with us.

### Employment Compliance

#### Acquiring Talent

We strictly abide by our *Recruitment Management Policy* and local laws in all the locations in which we operate, and continually work to refine recruitment procedures. To match candidates with suitable jobs, we practice fair competition and needs-based talent searches. We treat every applicant equally, and do not discriminate on the basis of ethnicity, gender, race, region, religion, form of employment, or any other factors. Child labor and forced labor are forbidden; in 2021, no such labor was used.

An annual talent inventory classifies job vacancies and needs, establishes corresponding plans, and scouts talent. Recruitment channels include campus seminars, online listings, job fairs, internal recommendations, and internal competitions. An elite program helps new graduates with high-potential. Participants receive job rotation opportunities and training, while dual-mentorship broadens their vision and enhances their ability to grow with us. In 2021, a total 4,189 employees joined WuXi Biologics.

#### Fostering Diversity, Equity, and Inclusion

Our growth cannot be separated from the diversity of our talents around the world. Our *Employee Diversity Policy* states that all staff, regardless of their religious beliefs, race, age, skin color, gender, sexual orientation, gender identity, nationality, ethnicity, marital status, or disabilities, will be provided with equal opportunities for development and paid equally for equal work. We strictly prohibit all forms of discrimination and workplace harassment. Training and advocacy ensure that staff learn and fully understand our requirements and corporate culture.

**53%**  
**Female Employees**

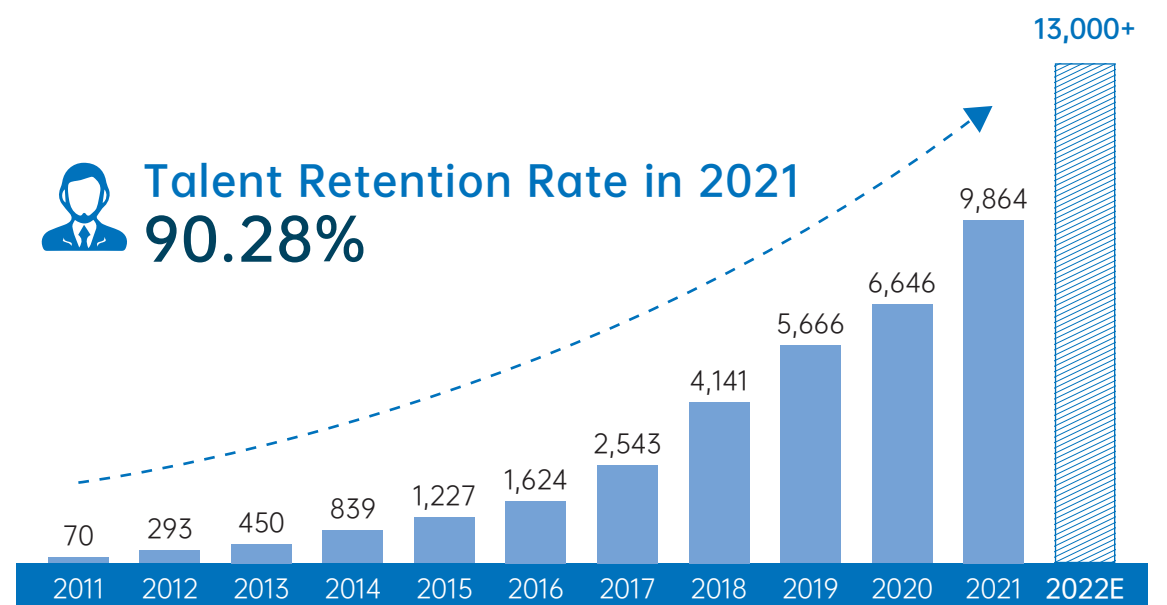
Outside China, we currently have 763 employees in the US, Europe, and Asia Pacific countries. We encourage female employees to pursue career growth and success, and have launched initiatives to provide appropriate support. In 2021, women accounted for 53% of our workforce.

#### Supporting Women in STEM Committee

Women make outstanding contributions to science, technology, engineering, and mathematics (STEM). This led us to establish the Women in STEM Committee at our site in Dundalk, Ireland. The committee's goal is to help women realize their potential in these fields, provide career development opportunities, and promote diversity, equity, and inclusion in the workplace.



Rapid Expansion of Talent Pool





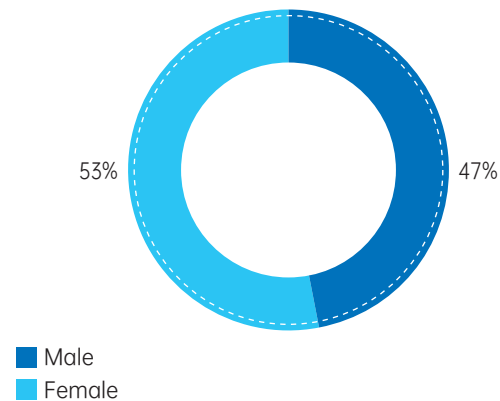
# Giving Back to Society

## People Development

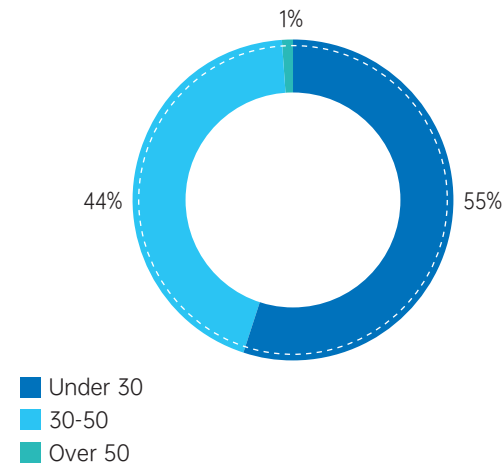
### Our Talent Structure

(For details, see Appendix 1: Key Performance Table)

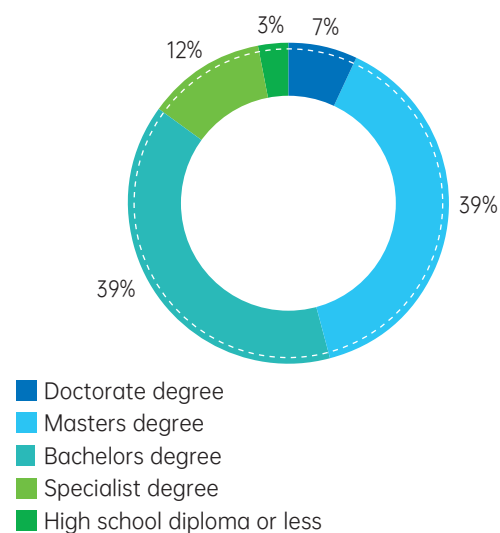
#### Employees by Gender\*



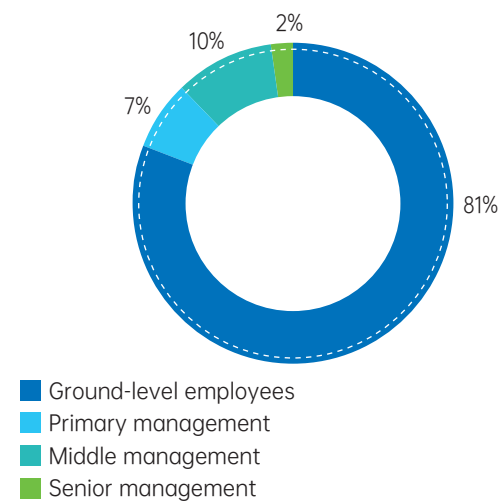
#### Employees by Age\*



#### Employees by Academic Qualification\*



#### Employees by Job Level

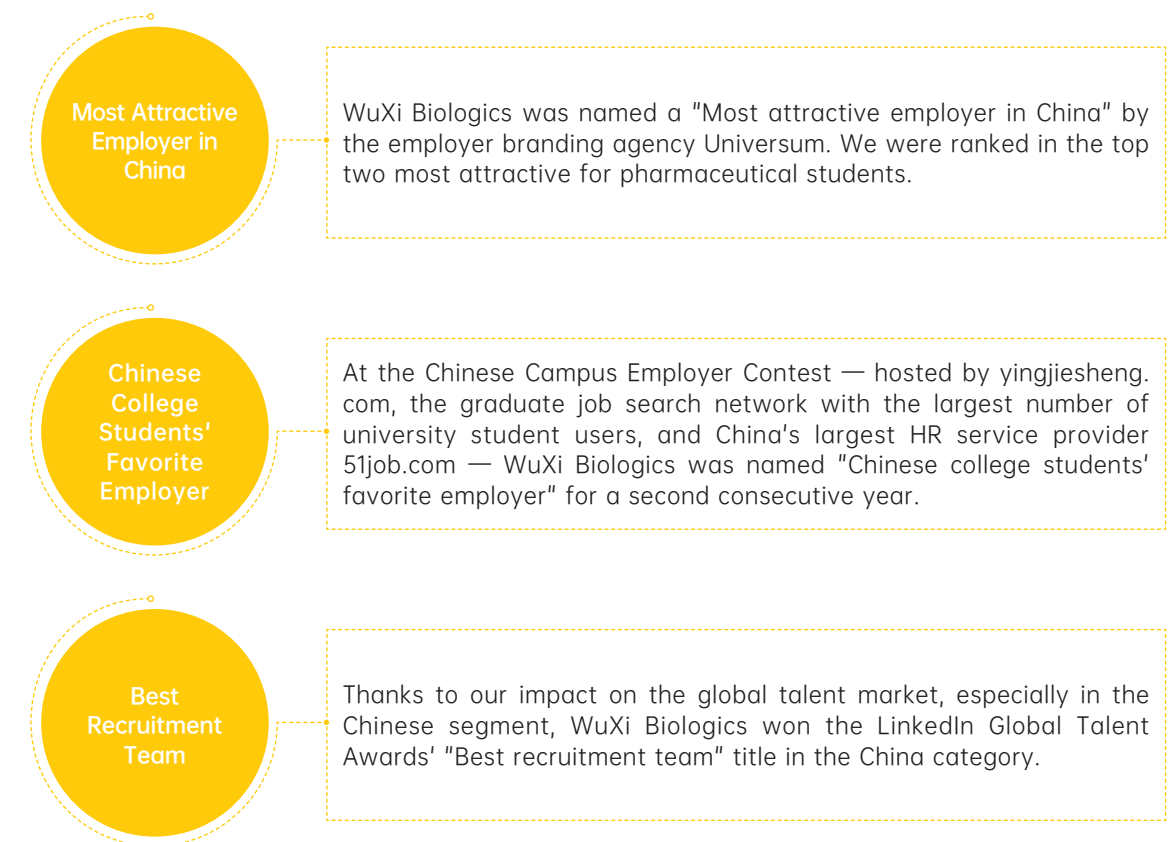


\* The figures with the asterisk sign are limited to the employees in China only.

WuXi Biologics regards its employees as the core of our business operations and development, and talent retention is of great importance to us. We value staff feedback and suggestions, and provide for ease of communication via our intranet, Information Hotline, CEO inbox, and Corporate WeChat platform ways for our employees to interact, provide feedback or submit suggestions of the betterment. We listen to our employees through staff townhalls, regular internal evaluations, targeted improvement initiatives, and other means. Understanding the needs and concerns of our employees enables us to provide them with a sense of belonging, respect and recognition.

We encourage staff to report workplace discrimination, harassment or unfair treatment via communication channels. Reports are acknowledged within two working days, and a person is appointed to follow up on the issue and maintain contact with the reporting individual until the issue is resolved. If the report is confirmed, corrective measures are taken in a timely manner. Whistleblower information is kept strictly confidential.

Our corporate culture and talent management are widely recognized by the community. In 2021, we received the following awards:



# Giving Back to Society

## People Development

### Talent Training and Development

#### Nurturing Talent

To help create an equitable working environment, we established an *Employee Performance Management Policy*, which details our personnel performance and evaluation system. Key performance indicators are outlined for each role, and objectives are discussed and determined by employees and their supervisors.

#### Individual Development Plan

During annual evaluations, we assess areas needing improvement for each employee and create an individual development plan (IDP). Commonly identified needs are used as a basis for overall annual training plans. Departments also use the IDPs to identify talent gaps and the need for taking measures such as recruitment or job rotation.

#### 3D Career Path

We provide a clear promotion and development path. Staff members are comprehensively evaluated so plans can be tailored to their strengths and characteristics. And our *Employee Promotion Management Policy* is available on a sharing platform, so staff can view it any time they log in. We recognize that making promotion channels transparent contributes to equal opportunities.

Through our comprehensive professional development program — “3D Career Path”—employees are encouraged to take advantage of horizontal development opportunities and participate through transfers to different projects, departments, functional areas and roles to gain experiences and training from a wide array of mentors and leaders. Our “Fresh Water” program enables exchanges across regions and departments, offering broader opportunities for staff and helping us to accelerate new business development. In 2021, a total of 1,500 employees transferred within WuXi Biologics.

We strictly abide by local laws and regulations when creating our comprehensive compensation strategy, and we offer competitive salaries and a wide range of benefits. For core technical and management personnel, we provide equity incentive policies in accordance with their individual levels. Aligning individual success with that of the company helps our sustainable development.

To bolster our global core technical talents and core management team, in 2021 we launched a Global Partner Program, with a milestone equity incentive policy. This helps us retain the talent needed for our development and better attract outstanding talent in the industry.

#### Commending Our Top Performers (A+ Employees)

We recognize outstanding employees, and show our appreciation at the A+ Employee ceremony. In 2021, more than 3,800 colleagues attended the ceremony in person or via livestreaming, to see the people and teams who were awarded “A+” rankings in the past year, and to learn from their best practices.



#### Growing Continually

**664,860 Hours of Training Completed in 2021**

**73 Hours of Training per Employee**

**100% Training Coverage**

WuXi Biologics encourages its people to be life-long learners. We adapt training for staff at different levels, stages, and positions to help meet their need for self-improvement and personal development. To bolster offline training and enhance flexibility, we built the online learning platform iGrow in 2021. Multiple language options mean colleagues in different countries can attend courses that are tailored to the needs of their career and skills development. Making goals achievable more conveniently and quickly, iGrow strengthens our people’s capabilities and expands their horizons. In 2021, our total training hours reached 664,860 hours, the number of hours per employee reached 73 hours, and the percentage of employees covered by training reached 100%.

We encourage our people to expand their avenues for development and actively improve their skills. A support program for academic and vocational qualification and certification is open to all.

# Giving Back to Society

## People Development

### Our Staff Training Programs

Types	Trainees	Training Contents and Objectives
Orientation	New Employees	In the year after an employee joins us, they undertake online and offline training on corporate culture, professionalism, and management sharing. This helps them integrate, guides career development, teaches core skills, and promotes personal achievement.
	Management Personnel	Within six months of starting, new managers undertake such courses as master class and learning workshops on employee orientation, corporate culture, and management skills.
Leadership	Junior Management	Junior level managers hone their leadership skills through role exchange and training on performance management, team collaboration, recruitment, and employee care.
	Middle Management	Team performance, cohesion, and empowerment are the pillars for developing middle management leadership skills.
	Senior Management	Senior managers are empowered by training in culture construction, talent development, adaptive management, and complex decision-making.
Professional	Junior Specialist	On-the-job training and standard operating procedure training help technical staff adjust quickly and master core knowledge and technology.
	Mid-Level Specialist	Mid-level technical experts gain advanced knowledge and strengthen their project management skills so they can grow into technology-driven managers.
	Senior Specialist	Through training camps and programs, we enhance our specialists' drug research and innovation, enabling them to become experts in their fields.
Educational	All Staff	We encourage employees to obtain on-the-job graduate and doctoral degrees from partner universities to improve their professional skills. We also provide tuition support.
	All Staff	English and German learning are offered and tuition support is provided to encourage staff to improve their language skills.
General Skills	All Staff	The iGrow online learning platform covers office skills, communications, and basic leadership. We have also conducted courses on technical sharing to facilitate an environment for technical exchange.
Vocational	All Staff	Employees in various functions are encouraged, with our financial support, to undertake vocational training and obtain related occupational certificates.

### Caring for Our People

WuXi Biologics does its best to create a safe, harmonious, and inclusive workplace, and to enhance cohesion and belonging with comprehensive employee benefits and care. We provide payroll and social benefit systems in accordance with regional and country guidelines where we operate.

With the acceleration of our globalization, more staff are involved in international work and travel. We insure against injuries suffered during business travel or on public transportation, providing for hospital expenses, medical transportation, and repatriation. We also provide a global medical insurance plan, covering healthcare insurance, life insurance, accident insurance, and serious illness insurance, which also covers spouses and children.

Other benefits include annual health examinations, commuting subsidies, free transitional housing, paid leave during high temperatures, and canteens. For extra or out-of-hours work, we pay overtime or offer reasonable time off. And we encourage our people to work flexibly when possible, such as working from home.

#### Providing Relief in Times of Trouble and Other Special Efforts

We established a special relief fund that helps employees and their families who face major diseases, accidents, and natural disasters. In 2021, the fund distributed RMB290,000 to assist 31 employees impacted by severe and adverse events. In addition, we have joined forces with welfare organizations such as the Home for the Disabled and the Federation of Persons with Disabilities to sponsor 83 people with disabilities.



# Giving Back to Society

## People Development

WuXi Biologics promotes healthy work-life balance and encourages employees to enjoy life after work. We have sports clubs and hobby associations in different locations, and we regularly organize sports competitions and social activities to enrich the cultural life of our employees and to help create a happy work environment.

We pay special attention to the needs of our female staff. Mother and baby rooms are available for employees in need. And to thank employees for their hard work, we celebrated International Women's Day, on March 8, 2021, with gifts and interactive activities for our female employees.



## Celebrating Our Tenth Anniversary

The year 2021 marked the tenth anniversary of WuXi Biologics. We have grown from dozens of people to thousands, with our operations spanning China, the US, Germany, Ireland and Singapore. We bring together outstanding talents from all over the world, setting industry benchmarks with our skills. Our people have been participants, witnesses, facilitators, and contributors in our ten-year journey.

To celebrate our anniversary, we held eight Family Day events in China, welcoming more than 6,500 staff and their families. In addition, our touring exhibition — featuring 200 photos from a decade of WuXi Biologics — attracted more than 8,000 employees, colleagues, clients, and investors in China.

In the US, Ireland and Germany, celebrations were held online and offline, sharing our past, present, and future with more than 500 of our international employees.

WuXi Biologics thanks all staff for their hard work and looks forward to developing together during the next wonderful decade.





# Giving Back to Society

## Occupational Health and Safety

### Policy and Standards

Ensuring the safety and occupational health of employees is one of the basic commitments we make to our employees. In accordance with the relevant local laws and regulations, WuXi Biologics has formulated our comprehensive *WuXi Biologics Environmental Health and Safety Standards* with 23 occupational health and safety related management policies. These standards cover the scope of production safety, occupational health, risk identification, and emergency response, among others, to thoroughly protect the occupational health and safety of our employees during production activities.

We also developed the *WuXi Biologics Environmental, Health and Safety (EHS) Policy*, which clarifies the importance of environmental health and safety to WuXi Biologics, and establishes a framework of action that guides the operation centers and helps ensure the health and safety of employees at WuXi Biologics facilities during business operations. We translated this policy into the languages spoken by the majority of our employees worldwide and published it at the locations where we operate.

Since the promulgation of the new *Bio-security Law of the People's Republic of China* and the *Work Safety Law of the People's Republic of China* in 2021, we have reviewed existing system documents and updated the internal health and safety management policies to ensure that our safety management policy is compliant and effective. In 2021, WuXi Biologics did not encounter any cases or incidents in which it was punished for violating occupational health and safety laws and regulations.

#### EHS by Design

In 2021, we established the Environmental, Health and Safety User Requirements Specification (EHS URS), which contains the requirements for safety, occupational health, environmental protection, hazardous waste storage, fire protection, security, insect control, etc., and comprehensively stipulates the EHS design specifications and standards for acceptance. WuXi Biologics' EHS team in charge of the EHS URS execution work to implement the requirements within the specification during the project design stage, before project construction, and to communicate the EHS relevant laws and regulations. Thus, the project design fully follows EHS requirements to ensure compliance and safety of daily operations, and to promote personal safety and prevent occupational hazards.

With the aim of further improving the EHS professional management standard, WuXi Biologics encourages colleagues in the EHS department to be accredited by the United States Board of Certified Safety Professionals as a Certified Safety Professional (CSP) and by the American Board of Industrial Hygiene as a Certified Industrial Hygienist (CIH). We reimburse training fees, examination registration fees, annual certification maintenance fees, and any other expenses incurred.

### Minimizing Work Accidents

To minimize work accidents, WuXi Biologics sets a target for both incident rates and lost working hours, which is linked to the performance evaluations of all departments and individuals. We also formulated the *Accident Management Policy of WuXi Biologics*, which clearly stipulates the accident investigation process. When a work injury occurs, we will promptly carry out on-site processing and timely reporting, send the injured to the hospital (if needed), and inform the family. During the process, all reports will be made according to the local work injury and accident insurance declaration requirements, and experts will be assigned to provide employee care and psychological services. Once a work injury incident is handled, an accident investigation team is set up immediately to perform the accident investigation necessary to report the case, assess the safety hazards that may have been overlooked during the production process, and carry out the rectification and tracking of its implementation. Between 2019 and 2021, WuXi Biologics did not have any fatalities due to work injuries.

In 2021, LTIR<sup>7</sup> was 0.042 of the company, and all the work injuries have been properly resolved.

#### Process for Handling Work Accidents



We protect the health and safety of our employees by upgrading our facilities, monitoring safety and health, strengthening safety education, and conducting regular safety drills. In 2021, the WuXi Biologics Mashan site was awarded the "Advanced Unit of Production Safety" by the Safe Production Committee of Wuxi Tai Lake National Tourism Resort and the "Jiangsu Provincial Healthy Enterprise" issued by the Jiangsu Provincial Health Commission.

### Upgraded Facilities

We are committed to providing a safe, hygienic and healthy working environment for all employees, whether in the office or in the production sites. We have installed smoke alarms, sprinkler systems, and alarm systems across production areas, laboratories, warehouses and other areas, and provide routine maintenance of these safety systems. All fire protection facilities are entrusted to third-party agencies for monthly and annual maintenance, and we require all evacuation channels to remain open. Training and drilling on fire evacuation procedures is provided, and regular investments and upgrades is made for the purchase and installation of safety and security measures at our facilities.

7 Lost-Time Injury Rate = (Number of lost-time injuries)/(Total hours worked in accounting period)x 200'000

# Giving Back to Society

## Occupational Health and Safety

### Health and Safety Monitoring

WuXi Biologics entrusts a third-party agency with monitoring occupational hazard factors for all positions every year. In 2021, in order to verify that the sealed facilities and equipment used by WuXi Biologics in the research, production, and development process can effectively protect the health and safety of our employees, we invited a third-party testing institution with relevant qualifications to evaluate the equipment performance. The results showed that all health and safety requirements are being met.

WuXi Biologics arranges a yearly health examination for all employees. All employees in positions with increased occupational hazards will be informed of those occupational hazards on entry. Occupational health exams are arranged both on the job and off the job. For these employees, the company establishes a health monitoring file for each individual to ensure their health conditions. In addition, we post safety signs with hazard notices and reminders for employees that require personal protective equipment (PPE) in locations with occupational hazard positions. PPE are provided to employees according to their job responsibilities, and we organize training on the correct use of PPE for all employees. Safety personnel within WuXi Biologics facilities conduct mask tightness and adaptability tests for employees who are required to wear respirators, and we provide them with suitable respiratory protectors.

WuXi Biologics Employee Health and Safety Protection Measures

Monitoring of risk factors for occupational disease	Regular medical check-ups for employees	Proper use of PPE
<ul style="list-style-type: none"><li>Regular monitoring of risk factors for occupational disease</li><li>Assessments on a regular basis for all sealed equipment</li></ul>	<ul style="list-style-type: none"><li>Pre-job medical exams</li><li>On-the-job physical examinations</li><li>Medical exam when leaving the job</li></ul>	<ul style="list-style-type: none"><li>Provision of post-suitable PPE</li><li>Training for proper wearing of PPE</li><li>Testing of mask airtightness and adaptability</li></ul>

### Health and Safety Training

WuXi Biologics actively carries out internal safety training for new personnel, specialized training courses and periodic retraining classes, with the aim of helping employees master the company's various health and safety systems, improve health and safety awareness, and ensure that our production and operation activities comply with relevant laws and regulations. During the reported period, WuXi Biologics conducted a total of 105 health and safety training sessions for a total duration of 53,885 hours, covering all WuXi Biologics personnel.



Industrial Hygiene Monitor



Fire Drill at Chemical Warehouse



First Aid Training

### Emergency Drills

In 2021, WuXi Biologics carried out a number of announced and unannounced emergency drills, including chemical leakage emergency drills, hazardous chemical warehouse fire drills, elevator emergency drills, bio-hazardous substance leakage drills, etc. Their purpose was to enhance the ability of all employees to deal with emergency incidents and gain emergency response experience in case a crisis occurs. We regularly organize fire drills twice a year that involve WuXi Biologics employees, contractors and visitors.

**53,885 Hours**  
**105 Health and Safety Training Sessions**

### Safety Inspections

WuXi Biologics ensures the safety and stability of the production environment through safety inspections. We have set up three methods of both planned and random inspection: daily inspections, pre-festival safety inspections, and cross-departmental joint inspections. These allow us to identify safety hazards, supervise the standardization of daily operations, and comprehensively correct any potential safety risks, including unsafe status of materials or unsafe behaviors of persons caused either by individuals or other elements in the production process. Any issues found during inspection are entered into the system and followed up for rectification. By the end of 2021, 100% of all identified security hazards had been rectified.

### Supplier Security Management

In addition to protecting the health and safety of our own employees, we also attach great importance to the safety of any outsourced personnel, contractors and project construction personnel. For all outsourced personnel, we carry out training programs corresponding to their job responsibilities, such as training hazardous waste collection personnel on hazardous waste management, thereby standardizing their operating processes. We carry out site and facility admission training as well as training on safety rules and regulations for all contractors. The safety and health risks of suppliers during operations are reviewed by project specialists and require operation ticket approval before work is started. Our safety rules and regulations protect the safety of all personnel in WuXi Biologics' workplace, and we require all supplier personnel working on site to participate in fire and emergency evacuation drills to enhance their emergency response ability.



# Giving Back to Society

## Community

WuXi Biologics has long practiced corporate social responsibility. Today, we continue giving back to society in practical and meaningful ways.

### Our Three Pillars of Corporate Social Responsibility

#### Use our strengths to benefit patients worldwide



- Apply expertise and technology to participate in epidemic prevention and control. (WuXi Biologics responded quickly after the outbreak of COVID-19, enabling partners to shorten CMC research timeline from DNA to IND to 2.5 – 6 months, setting a new industry record.)
- Support the R&D of firms specializing in rare disease drugs to benefit patients worldwide and collaborate with NGOs to better care for rare disease patients

#### Protect the environment & promote a low-carbon ethos



- Advocate energy conservation, emissions reduction, and a low carbon footprint at our sites.
- Advocate a green and low-carbon philosophy, including launching environmental protection activities in 2021 at sites in Germany, the U.S., Ireland and China.

#### Empower employees' volunteerism & social responsibility



- Establish a Volunteer Association to promote well organized and sustainable activities.
- Organize regular activities and encourage staff to participate, support public welfare through practical action, and shoulder social responsibility together.

## Benefiting Patients Worldwide

WuXi Biologics has always attached great importance to investing in corporate social responsibility, and we are committed to using our capabilities and advantages to benefit the public. WuXi Biologics' technology platform with independent intellectual property rights empowers our clients to accelerate the research and development of innovative biological drugs, benefiting patients around the world as we continue to strive for a healthy society.

## 15 Rare Disease Projects

Diseases with an incidence of 0.65% to 1% — such as Pompe disease, Fabry disease, hemophilia, thalassemia, amyotrophic lateral sclerosis, and Gaucher disease — are defined as rare. There are approximately 7,000 such diseases, and 300 to 350 million sufferers.

Over the past decade, WuXi Biologics has been leveraging its technology platforms and professional insights to empower its global partners to accelerate the R&D of innovative biological drugs that can treat rare diseases to benefit patients worldwide. Currently, there are 15 rare disease projects on our platform.

In 2012, WuXi Biologics formed a tight bond with Amicus Therapeutics — a biotechnology company focused on drugs for rare diseases. Over the past decade, we have enabled Amicus to rapidly discover, develop, and commercialize high quality drugs to treat rare disease. For example, the Amicus novel AT-GAA therapy has evolved from being an idea in 2012 to become the standard for treating Pompe disease, and in 2021, an AT-GAA market approval application was accepted by the FDA.

In 2019, WuXi Biologics announced it was enabling the biotechnology company CANbridge to discover, develop, and commercialize four drug candidates for rare and chronic genetic diseases. In October 2021, the IND for CAN103 — CANbridge's treatment for Gaucher disease — was approved by the NMPA. We solved challenges regarding product stability and purification to optimize the development and ensure product quality. And we reduced unit production costs, helping the IND approval, and increasing the accessibility of rare disease therapeutics for affected patients.

We also use our prominence to raise awareness of rare diseases. On the 14th International Rare Disease day, traditionally marked on the last day of February 2021, WuXi Biologics and the NGO Illness Challenge Foundation jointly launched the 2021–2022 Rare Disease Group Education Support Program. This provides scholarships and study packages for 24 young patients with rare diseases.

On the 99 Giving Day on 9<sup>th</sup> of September 2021, WuXi Biologics joined the public welfare-oriented Rare Disease Care Center and donated 50,000 RMB to support the Walk for Rare initiative. The donation will support rare disease patients, funding small projects and capacity-building trainings. A total of 740 employees and their families — making up 24 teams — participated by walking a total 50,024,549 steps, calling on society to pay attention to rare diseases and to care for affected groups through individual action.



# Giving Back to Society

## Community

### Protecting Our Earth

As a member of the global village, WuXi Biologics advocates energy conservation and emissions reduction, promoting a low carbon footprint in its sites around the world. In 2021, we launched environmental protection activities at our sites in Germany, the U.S., Ireland and China:



📍 In Germany's Rhine river basin, 15 volunteers joined in a clean-up effort. Together, these passionate individuals removed more than 180kg of garbage from the river basin to help protect the local ecology.



📍 In Worcester, Massachusetts, USA, 17 volunteers carried out clean-up activities in Bell Hill Park near the site of our new facility. This contributed to the cleanliness of the local environment and earned thanks from the Worcester City Government.



📍 In Ireland, 30 staff from WuXi Biologics and WuXi Vaccines — with family, friends, and local volunteer group Haggardstown Tidy Towns — filled 70 bags of garbage in two hours during local clean-up efforts.



📍 In China, 20 volunteers undertook ecological research and investigation, and organized tree planting in Chongming District, Shanghai.

### Empowering Staff Volunteerism

WuXi Biologics' Volunteer Association promotes well organized and sustainable volunteering by organizing regular public welfare activities and encouraging our people to demonstrate their support through practical action. This engenders the sense that we are working together to shoulder our social responsibility.

9 Cities

4 Countries

3,192  
Service Hours

In 2021, the WuXi Biologics Association organized 22 activities, bringing together 798 volunteers from nine cities in China, the U.S., Ireland, and Germany. They contributed a total 3,192 hours to fields such as public health, environmental protection, and youth education.

In China, we partnered with the China Population Welfare Foundation to donate medicine boxes for 5,000 families — delivered by volunteers — to Lianhua County, Pingxiang City, Jiangxi Province.

In Crumlin, Ireland, volunteers raised funds for sick children at the Children's Health Ireland hospital and participated in the month-long 100K in 30 Days initiative. This was organized by the Irish Breast Cancer Organization to provide care and support for local cancer patients. We also participated in the Light Up Hope campaign, which raised more than 4,300 euros to support local charities providing therapy to people in need.

In Daliangshan, Sichuan, the mountains of Guizhou, and the Wuxi community, WuXi Biologics volunteers donated bags, books, book corners, and clean drinking water equipment to more than 4,000 local students.



# Giving Back to Society

## Community

### Helping the People of Henan

When rainstorms and floods hit the Henan Province in July 2021, WuXi Biologics and the WuXi Biologics Charity Foundation responded immediately. We donated RMB10 million through the China Foundation for Poverty Alleviation and provided subsidies and other support for Henan employees.

By the end of July 2021, WuXi Biologics funds had helped to complete the first phase of emergency relief that included 3,264 grain and oil packages, 50 tents, 200 disinfection liquid spray machines, 1,515 folding beds and 427 family support boxes that were sent to nine disaster-hit villages. These assisted the everyday lives of affected people for up to 15 days.

In the second phase, we provided labor subsidies to encourage affected people to participate in reconstruction. These labor subsidies alleviated the impact of lost work and income which benefited nearly 30,000 people in Wucun Town, HuiXian City, Xinxiang City, and Qi County, Hebi City.

Further reconstruction included the Rural Clinic project. This helped rebuild seven clinics in affected areas, so they could be returned to use as soon as possible.

Meanwhile, the Love Kitchen initiative supported the rebuilding of 72 school kitchens and helped flood-hit schools provide meals for students.



Our employees expressed their recognition of and heartfelt gratitude for the company's prompt action in donating to the the Henan flood disaster areas:

“In the company, I saw the enthusiastic contributions of many people, and felt the company's sense of social responsibility. It truly deserves commendation!

Thank you to the company for the help sent to the disaster area. As a person living in Henan, thank you!

A large enterprise with love, kindness, and a sense of social responsibility!

As an employee living in Henan, I am very grateful to the company. After the disaster, the company's leaders were the first to care about the need to comfort the families. They were so warmhearted in the face of a merciless disaster. It makes me proud to be a part of WuXi Biologics!”

WuXi Biologics' quick response and emergency donations after the flooding in Henan received recognition from public welfare organizations.



Recognized by public welfare organizations



# Greening Our Business

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# Greening Our Business

## Environmental Management

WuXi Biologics adheres to the concept of green business and continually improving its environmental management. We have refined our protocols, implemented green initiatives, and set a course for sustainable development.

We strictly abide by relevant laws and regulations, as well as environmental industry standards, in all places of operation. Our EHS department regularly reviews relevant laws and regulations, identifies updated terms and conditions, and shares the results across the company in a timely manner to effectively promote environmental compliance.

### Management System

A sound environmental management system is the cornerstone of WuXi Biologics' practice of green development. Our *Environmental, Health and Safety Standards*; *Biological Environmental Protection Management Policy*; *Environment, Health and Safety User Needs Description*; *Three Simultaneous Management Policy*; and other policies guide our green development.

We standardized the management of wastewater, gas emissions, and other waste — all of which may have a bearing on facility design, construction, and operation — through an environmental management responsibility system, and we link environmental management key performance indicators to all employee performance reviews.

We actively identify, monitor and analyze potential environmental risks in our operations, devise protective measures, and regularly conduct inspections and audits. We also promote the certification of our environmental systems. For example, the Wuxi Mashan site was named an Environmental Protection Exemplary Enterprise by the Wuxi Municipal Bureau of Ecology and Environment.

All Employees Completed Environmental Training Courses

Environmental Risk Assessments Cover All Sites

### Environmental Management in Our Daily Business

Design by EHS	Self-Evaluation and Audit	Raising Awareness
<ul style="list-style-type: none"><li>The EHS team is involved at a project's design stage to ensure environmental compliance and avoid the need for later remodeling. The EHS team shares relevant laws and regulations, considers future needs, and collaborates to eliminate any facility flaws that will have environmental impacts.</li></ul>	<ul style="list-style-type: none"><li>We conduct regular internal audits of EHS protocols at each site. These audits cover such aspects as emergency responses, operating permits, and emissions management.</li><li>We also conduct environmental impact and risk assessments at all of our sites.</li></ul>	<ul style="list-style-type: none"><li>To raise awareness of environmental protection, and familiarize staff with relevant laws, we carry out training in EHS regulations and protocols, compliance, and waste management. All staff have been trained.</li></ul>

### External EHS Regulatory Audit

To ensure our compliance with the law and to respond to increasing government regulation, we engaged third parties to undertake EHS audits of our Wuxi New District and Suzhou sites in March and November 2021. The examined aspects included occupational health and safety permits, wastewater, gas emissions, solid waste and sewage management, emergency preparedness, fire safety, and training.

### EHS Clients Audit

Three pharmaceutical multinationals conducted five EHS audits, security audits, and due diligence at Wuxi Mashan Site, Wuxi New District Site and Shanghai Waigaoqiao Site, via remote and on-site examinations. Included in their inspections were EHS documents, records, and reports.

The audits uncovered no significant policy or procedural breaches, and the clients' audit officers spoke highly of our EHS team, records, and EHS management system.

# Greening Our Business

## Energy Conservation and GHG Emissions Reduction

### Tackling Climate Change

Climate change is a worldwide concern, and carbon neutrality is a common goal amongst many nations. WuXi Biologics actively responds to the Paris Agreement and China's Carbon Peak and Neutrality Goals, identifies climate change risks, and continually assesses its environmental impact. We seize opportunities for sustainable development, take steps to mitigate impacts, and integrate climate change responses into our strategies.

#### Governance

Our Board of Directors assumes regulatory responsibility for climate change risks and ensures that they are incorporated into our strategy. The ESG Committee under the Board of Directors is authorized by the Board of Directors to conduct regular meetings to discuss and report to the Board on the ESG-related risks, including climate change and the effectiveness and adequacy of the risk response measures. In November 2021, our ESG department presented a carbon action plan to the ESG Committee.

#### Risk Management

WuXi Biologics recognizes that different climate change trends can have very different impacts on our operations. To respond more flexibly to the uncertainties of climate change, we looked at two highly contrasting climate scenarios — representative concentration pathways (RCP) 2.6 and RCP 8.5<sup>8</sup>. Both of these scenarios, developed by the United Nations Intergovernmental Panel on Climate Change (IPCC) identify possible risks from climate change within the scope of our operations. Under the strong climate policy intervention scenario of RCP 2.6, the climate change risk is less likely, but due to the increasingly stringent climate policies and regulations, WuXi Biologics will be more affected by the transition risk. Under the high emission scenario of RCP 8.5, WuXi Biologics is mainly affected by the physical risks caused by the frequent occurrence of extreme weather events, as well as extreme heat and cold.

External factors — such as government plans and policies that influence our operations, and the history of extreme weather in our locations — were analyzed, as were internal factors, such as operational characteristics and business growth.

8 The RCP 2.6 scenario means the radiative forcing level reaches 2.6 W/m2 by 2100.  
The RCP 8.5 scenario means the radiative forcing level reaches 8.5 W/m2 by 2100.

The result was a list of relevant climate change risks:

Climate-Related Risks	Relevance to WuXi Biologics
<b>Increased cost of GHG emissions</b>	As governments review, update, and deliver on their commitments to the United Nations Framework Convention on Climate Change and the Paris Agreement, greenhouse gas (GHG) policies and regulatory measures evolve. As a result, the price of greenhouse gas emissions is expected to rise, limiting capacity expansion and increasing operating costs.
<b>Cost of transitioning to lower-emissions technology</b>	Responding to the expectations of governments, investors, clients, and other stakeholders, we need to reduce our GHG emissions and complete our transition as soon as possible. This requires us to invest in energy-efficient equipment, and to invest in clean energy and low-carbon production. This will raise operating costs.
<b>Increased stakeholder concern or negative feedback</b>	Our climate change policies and contributions are increasingly scrutinized by investors, clients, the public and governments. Failure to deliver effective feedback to these stakeholders may affect our reputation and investor decision-making, thereby reducing demand for our services and impacting investments.
<b>Rising mean temperatures</b>	Changes in environmental temperature will require more energy to maintain temperatures at our manufacturing facilities. This will increase operating costs. Hotter weather will also affect the health and safety of employees. We will need to invest in related subsidies and insurance to ensure staff health.
<b>Increased severity of extreme weather</b>	Frequent extreme weather, caused by climate change, may damage infrastructure, in turn affecting our operational stability and income. We need to increase investment in safety equipment, which will affect operating costs.

Climate-Related Opportunities	Relevance to WuXi Biologics
<b>Improved efficiency of resource utilization</b>	Reduction of the daily use of energy — including steam, water and electricity — can result in improved resource utilization efficiency, reduced company operating costs and enhanced sustainable development.
<b>Enhanced competitive advantage with improved environmental performance</b>	As global climate change intensifies, the propensity of clients to use environmentally friendly products and services rises. WuXi Biologics can enhance its competitive advantage by proactively adopting a strategy of improving the environmental performance of products and services based on climate change issues.



# Greening Our Business

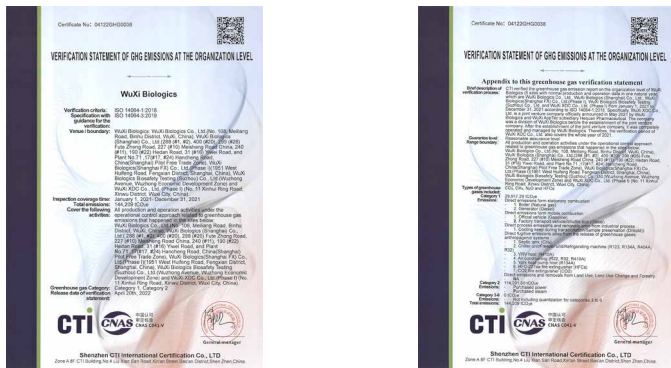
## Energy Conservation and GHG Emissions Reduction

### Strategy and Targets

#### Creating a Way Forward

To address the operational risks posed by climate change, our Board of Directors has directed managers to prioritize energy management and carbon emissions. The Company formulated the *Principles for Tackling Climate Change, Energy Management Policies, and Guidelines on Energy Conservation* and the *Energy Conservation Management Guidance Requirements*, to improve energy efficiency through systematic management of carbon emissions and the use of energy, and refinement of our energy structure.

To quantify our GHG emissions and lay a solid foundation for an energy-saving and carbon-reduction roadmap, we invited an independent and accredited professional agency to conduct ISO 14064 carbon verification for our production sites in 2021, within the scope of the environmental data disclosed in this report. This enabled us to gauge our long-term carbon emissions, based on capacity planning, and provide a scientific basis for decision-making.




ISO 14064 Certificates

We will continue to explore low-emission technologies, revamp machinery, enhance carbon-reducing technological innovation, explore the use of renewable resources (such as photovoltaic solar energy), and devise energy-efficiency improvements. At the same time, we will strengthen our people's understanding of the challenges of climate change and cultivate awareness of energy conservation and carbon reduction through training, internal competitions, and volunteering programs.

#### Establishing Metrics and Targets

We integrate energy conservation and emissions reduction throughout our operations, aiming to minimize our impact on the environment and contribute to the fight against climate change. In 2021, we set a medium and long-term carbon target and announced a commitment to reducing our footprint. This is to be achieved via standardized management, energy-saving design, the revamping of machinery, and the raising of awareness.



**Target**

We aim to reduce our Scope 1 and Scope 2 GHG emissions intensity by 50% (tonnes/RMB 10,000) by 2030 from a 2020 base year.

### ↓ 8% YoY Intensity of GHG Emissions

In 2021, our energy efficiency improved for a third consecutive year, with our GHG emissions intensity decreasing 8% year on year. Our energy use and greenhouse gas emissions are as follows:

Direct energy use		Unit	2021
Diesel fuel		Liters	60,314.20
Gasoline		Liters	12,973.71
Natural Gas		m <sup>3</sup>	10,575,955.40
Indirect energy use		Unit	2021
Purchased electricity		kWh	145,487,253.10
Purchased steam		GJ	62,708.35
Greenhouse gas emissions <sup>9</sup>		Unit	2021
Scope 1		tCO <sub>2</sub> e	29,917.29
Scope 2		tCO <sub>2</sub> e	114,291.50
Total greenhouse gas emissions		tCO <sub>2</sub> e	144,208.78
Greenhouse gas emission intensity		tCO <sub>2</sub> e/10,000RMB	0.14

### Implementation

#### Green Design

Our energy-saving and low-carbon plans begin with the design of our sites. We utilize natural temperature and light for tailored heating, ventilation, air conditioning, and lighting, and we use low-energy-consumption and environmentally-friendly building materials to achieve the optimal energy balance point. Equipment selection is strictly controlled during the design stage. We avoid high-energy-consuming varieties, and ensure equipment meets our efficiency requirements.

<sup>9</sup> Scope 1 greenhouse gases include those from natural gas and diesel. Scope 2 greenhouse gases include those emitted by purchased electricity and steam. The natural gas emission factor is calculated based on GB/T 2589-2020, USEPA, SEAI and IPCC 2006. The electricity emission factor is calculated based on the average carbon dioxide emission factor of China's provincial power grids in 2010. The steam emission factor is calculated based on the default value of thermal emission factor, as specified in the Greenhouse Gas Emission Accounting Methods and Reporting Guidelines of Chemical Enterprises in China (Trial).

# Greening Our Business

## Energy Conservation and GHG Emissions Reduction

### Designing a Factory of the Future

Our 'factory of the future' in Dundalk, Ireland, is a key step in our sustainable development. The facility won the 2020 Large Pharmaceutical Project award in the Pharmaceutical Industry. We strive to minimize our impact on the environment, reduce energy consumption, improve resource utilization, and minimize pollution by applying single-use technology and designing along green principles.

- **Renewable Electricity:** More than 60% of the WuXi Biologics Dundalk facility power supply comes from renewable energy and none comes from coal.
- **Energy-Saving Equipment:** We installed variable speed drive with auto controls to ensure efficient operation and distribution of utility services. This avoids design redundancy and waste of output power.
- **Heat Recovery:** We optimized our heat recovery system, including the air handling unit, chilled water and condenser. Waste cooling and heating are effectively recovered, which improves the building's energy efficiency by 50 to 80%.
- **Low-Carbon Lighting:** We use natural light to reduce the demand for indoor lighting, which is provided by environmentally friendly LEDs with automatic sensors.
- **Green Building:** Doors, windows, and curtain walls using energy-saving, environmentally friendly materials, with strong insulating capabilities, to reduce the need for heating and ventilation.
- **Water Conservation:** Recycling improves our use of water resources, while rainwater storage mitigates the effects of storm water and floods.
- **Ecological Parking:** The parking lot is lined with green belts of pollution-resistant greenery, suitable for growth in the local climate. These prevent the flow of rain water and sewage, and reduce the pressure on sewage treatment systems. To guide our people toward environmentally friendly commuting, there are charging points for electric vehicles and a dedicated area for bikes.

This 'factory of the future' provides a model for our green and sustainable evolution.



### Green Manufacturing

For effective energy management at our operational sites, the company established an energy management team in each site to monitor resource use in real time, detect and rectify abnormalities, and conduct regular inspections. We also actively identify potential energy savings and efficiencies in all aspects of production:

#### Energy-efficient equipment

- Real-time manufacturing process monitoring and automated controls in the workshop reduce the time that equipment spends idle

#### Electricity savings

- High-efficiency transformers prevent no-load losses
- Multiple-tiers energy metering device is deployed

#### Thermal energy savings

- Precise heating parameters applied to reduce energy consumption of manufacturing process

#### Energy-efficient HVAC

- Application of BMS (Building Management System) for better monitoring and controlling of energy usage
- Application of inverter motors in fans and pumps for lower energy consumption

#### Energy-efficient buildings

- Use of natural lighting and ventilation to reduce artificial lighting and mechanical ventilation

### Energy Saving Projects

In 2021, we undertook initiatives to improve our energy consumption.

#### Steam condensate heat recovery project

We added a heat recovery unit and cooling tower to our Wuxi site to recover heat from steam condensate. This reduces the time needed to heat water and hence reduces the natural gas required. The condensate can be discharged directly into the sewer system. This reduces sewage treatment volume and carbon emissions.



# Greening Our Business

## Energy Conservation and GHG Emissions Reduction

### Adding atomization to the air-cooling unit

To solve the problems of limited heat dissipation, decreased refrigeration capacity, and rising energy consumption owing to increasingly hot weather, we added an atomization system to bring down the temperature of the air cooler. A spray motor can be adjusted according to the outlet temperature on the air-cooling unit's condensing radiator.

### Double-loop U-shaped heat recovery

To ensure the animal room has the required humidity and temperature for raising specific pathogen-free mice, our Shanghai Fengxian site employs a double-loop U-shaped heat recovery system, which uses water instead of Freon to provide cold and heat. The heat recovery system simultaneously recovers the cooling capacity of the exhaust side and the rear sides of the cooling coil, which can effectively reduce the energy consumption of ventilation equipment while meeting the air cleanliness standard. Compared with traditional heat pipe recovery technology, this system takes up less space, does not suffer metal pipeline corrosion, uses less energy, and reduces emissions.

### Green Office

To create low-carbon offices, we install energy-saving equipment, help staff to travel green, publicize energy conservation and emissions reduction, and encourage the saving of energy at work and at home.

#### Our Office Carbon Reduction Measures

Turn off lights on leaving, and keep lights off in non-working public areas.

Use LED lights with voice controls or sensors.

Ensuring air-conditioning is used only when necessary, and at the correct temperature.

Reduce staff's dependence on private cars by offering a shuttle service with electric vehicles.

Provide electric vehicle charging stations for employees.

### Dedicated Training

Achieving our carbon reduction targets relies on the efforts of all our people. We incorporate energy management into department assessments, link energy indicators to individual assessments, and reward projects and innovations that offer outstanding energy conservation and carbon reduction.

To help employees better understand the guidelines and policies on low-carbon development, the Company organized climate change training.

#### Climate Change Training

To enhance our people's understanding of China's carbon peak and neutrality goal and related policies, and to improve their awareness of energy conservation and emissions reduction, we held a training day at our Fengxian site in September 2021.

Led by external experts, the event was streamed online and offline, with more than 40 colleagues from relevant functions participating in the training.





# Greening Our Business

## Resource Management

### Water Resources Management

As the global population increases and the climate warms, water stress rises. Fully aware of the importance of sustainable water use, WuXi Biologics is committed not to take water from water-stressed areas and has steadily reduced its water consumption per unit for many years.

In 2021, we set medium and long-term conservation targets, and we will continue to work towards alleviating water stress in the future. We strictly abide by laws and regulations of each place in which we operate, and constantly enhance our water resources management and compliance.



#### Target

We aim to reduce our water consumption intensity by 18% (tonnes/RMB 10,000) by 2025 from the baseline year 2019.

**↓13% YoY  
Intensity of Water  
Consumption**

We use mainly municipal water. In 2021, our total water consumption was 1,500,923 tonnes, with a consumption intensity (tonnes/10,000RMB) of 1.46. Thanks to our revamping of machinery, refining of processes, and use of reclaimed water, our consumption intensity fell by 13% compared to 2020.

#### Reducing cleaning and process water consumption

- applying single-use technology to reduce water needed for bioreactor cleaning
- adjusting tap flow for washing and flushing

#### Water recycling

- adjusting water balance and recycling water between facilities with different water needs
- reclaimed and pre-treated water is used for replenishing the cooling tower, park irrigation, road cleaning, etc

#### Equipment and process optimization

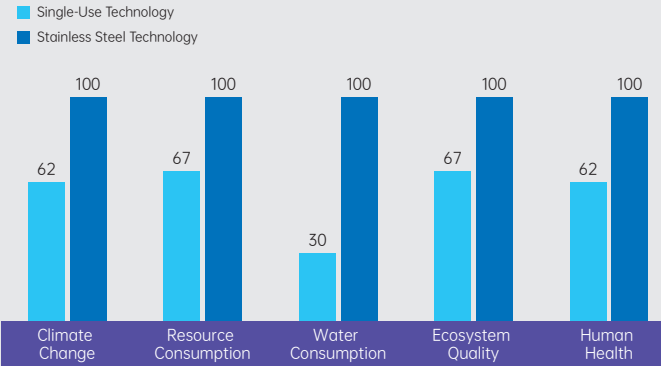
- optimized activated carbon backwashing reduces water consumption by 50%
- upgraded stainless steel spray ball system with refined cleaning parameters (at our Mashan site, an annual total of approximately 4,971 tons of purified water and 2,052 tons of injection water were saved)

### Capitalizing on Single-Use Technology (SUT) for Environmental Protection

We are pioneers in the application of large-scale SUT through our scale-out manufacturing paradigm. In addition, combining SUT with our new generation continuous biologics manufacturing platform, we are improving energy efficiency, reducing the use of water and cleaning chemicals, minimizing the environmental impact, and promoting the sustainable development of the industry.

SUT is a biopharmaceutical production process that is compatible with the primary manufacturing bioprocess utilized by WuXi Biologics (i.e. use of mammalian cell cultures to produce therapeutic antibodies, hormones, enzymes, and vaccines). WuXi Biologics' years of practical experience — coupled with research from around the world — shows that, compared to traditional stainless-steel bioreactor technology, SUT bioreactors can accelerate the R&D and launch of new drugs, as well as improve production efficiency and product quality. It is also more environmentally friendly, conserving water and energy, and reducing pollution. The study below on the environmental impact of single-use technology and stainless-steel technology shows that it can reduce resource use by approximately 33% and reduce the negative impact on climate change by approximately 40%.

#### Environmental Impact Comparison Single-Use vs. Stainless Steel Technology\*



\* Source: Single-Use Technology and Sustainability – Quantifying the Environmental Impact. Cytiva Life Sciences (Former GE Healthcare) 2017

SUT, especially the use of SUT bioreactors, can greatly reduce equipment-cleaning and disinfection, and thus reduce water use and waste. The savings can be as high as 70% compared to stainless steel technology – which is consistent with research results – while a reduced likelihood of contamination and cross-contamination also lessens the manpower and maintenance required.

By the end of 2021, WuXi Biologics completed production of 1,700 batches of drug substance. Compared with traditional stainless-steel technology producing the same number of batches of the same scale, the SUT can reduce our water consumption by approximately 680,000 tonnes, which is equivalent to the water consumption of more than 323 standard swimming pools.

**Saved  
680,000 tonnes  
of Water**

In 2021, our MFG5 facility located at the Wuxi Mashan site, with 60,000-liter SUT bioreactor capacity for the production of drug substance, commenced GMP manufacturing. This is our largest single manufacturing facility so far, as well as one of the world's largest GMP biomanufacturing plants applying SUT. Going forward, we will further expand the use of SUT across our global sites, and maximize positive environmental impact through operational excellence.

# Greening Our Business

## Resource Management

### Reducing Packaging

Due to an increase in our clinical and commercial production projects in 2021, we have used an increased variety of container closure systems and packaging materials in the drug products we deliver to our clients. The main packaging used for our clients finished drug products are 2 mL to 50 mL medicine bottles/vials, rubber stoppers/plugs, aluminum caps, labels, honeycomb covers and carton boxes.

We actively explore alternatives that are lighter, and materials and packaging made from more sustainable materials and components — while ensuring product quality. We also promote the use of recycling materials and encourage our staff to find more ways to recycle the materials and packaging used in our manufacturing operations.

In 2021, we used a total 126,651kg of packaging material.

Indicators	Unit	2021 totals
Packaging material consumption	Kg	126,651.00
Packing material consumption intensity	Kg/10,000RMB	0.123



# Greening Our Business

## Controlling Emissions and Waste

WuXi Biologics adheres to the working principle of “prevention first, prevention and management combined,” and we strictly comply with relevant laws, regulations, and emissions standards wherever we operate. We actively fulfill our obligations for environmental compliance, constantly enhancing our management of solid waste, wastewater, and gas emissions. Guided by our *Waste Management Policy*, and *Pollution Source Management Policy*, we are committed to reducing emissions and ensuring waste is disposed of in a compliant and responsible manner to minimize its environmental impact.

In 2021, there were no violations related to environmental protection, pollutants exceeding standards, or illegal waste disposal.



**Target**  
Continually reduce emissions and ensure that all waste disposal is compliant

### Waste Management

In accordance with our Environmental Protection Management Policy, we strictly supervise the collection, classification, storage, transfer, and disposal of waste. The waste arising from our production and operation is treated in a standardized manner, avoiding environmental pollution and helping to achieve our goal of 100% proper disposal.

### 100% Compliant Waste Treatment

We store classified waste in temporary facilities before disposal to prevent its polluting the environment, soil, or groundwater. Nonhazardous office waste, domestic waste, and general industrial solids are recycled or disposed of by qualified handlers, or the government for unified cleaning and disposal.

The hazardous waste we generate is mainly liquid, consumables, and waste-activated carbon, generated by R&D and manufacturing. All such waste is treated by a qualified third party before final disposal.

We regularly audit hazardous waste handlers for compliance, and in 2021 — to meet increasing national and local requirements, and to tackle the problem of a scarcity of high-quality facilities — we collated information on such suppliers, carried out comprehensive assessments, and established a hazardous waste facility database.

#### Listing hazardous waste disposal suppliers

- To reduce the negative impact of supplier compliance issues, we have on-site audit requirements for hazardous waste handlers that cover EHS-related content such as environmental assessment documents, discharge permits, environmental penalty records, and treatment facilities.
- Our sites share suppliers in the same region. In the event of emergency or unavailability, they quickly put a backup supplier to work, ensuring uninterrupted treatment of hazardous waste and maintaining our business continuity.

# Greening Our Business

## Controlling Emissions and Waste

### Optimization of G4 filter for the roof fresh air handling unit

At our Shanghai Fengxian site, a fresh-air-handling unit on the roof used a G4 filter that required an entire replacement approximately every six weeks. In 2021, it was upgraded to a recyclable variant that requires only the nonwoven fabric filter to be replaced.

In 2021, our hazardous waste removal volume was 3,022 tonnes, non-hazardous waste removal volume was 2,687 tonnes, the recycling volume was 52 tonnes, and the waste discharge intensity was 0.0055 tonnes/10,000RMB.

### Wastewater Management

Wastewater is generated by our research and development, production and non-laboratory operations and facilities. Our disposal of all wastewater strictly abides by the laws and regulations of the areas in which we operate. Our sites have sewage stations that pretreat R&D and manufacturing wastewater before it is discharged. In addition, an online monitoring system monitors discharge in real time, detects abnormalities in a timely manner to alert the appropriate personnel of issues so that corrective actions can take place to help ensure we remain in compliance. We standardize the monitoring, treatment, and testing of wastewater, refine the treatment equipment, use advanced technology to treat sewage, and ensure that the discharge concentration meets national and local requirements such as the *Comprehensive Sewage Discharge Standard (GB8978)* and *Pollutant Discharge Standards for Urban Sewage Treatment Plants (GB 18918)*. In accordance with the requirements of our environmental impact and sewage discharge permits, third-party institutions test the quality of our wastewater regularly.

Wastewater generated by office and manufacturing operations are collected separately according to its intended purpose. It enters the collection pond for preliminary treatment through the factory's pipe network, then proceeds to the sewage station for deep treatment. Once at the required water quality standard, it is sent to the domestic pipe network for discharge. Sludge generated during the treatment process is dehydrated before being transported to its destination. Emissions generated by the treatment units are collected via air ducts and sent to a treatment system, which removes pollutants before the gas is discharged through a chimney. All wastewater disposal is compliant.

100% Compliant  
Wastewater  
Treatment

### Gas Emissions Management

The waste gas that we generate is mainly from industrial exhausts. The principal pollutants are nitrogen oxide and soot. We strictly abide by international and local standards for air pollutants, and collect and properly discharge those that we generate. Third-party institutions monitor the gases to ensure that emission concentrations meet national standards.

To reduce the impact of emissions on the environment, several of our sites revamped their machinery in 2021.

### Low Nitrogen Burner Retrofit Project

In 2021, the Wuxi Mashan site replaced its boiler burner with a low-nitrogen variety. This reduces the generation of nitrogen oxides during combustion, cutting the emissions concentration from 60–70 parts per million, to 30 and 40 parts per million.

### Exhaust port of the weighing booth equipped with a high-efficiency filter

In 2021, the Wuxi New District site installed a high-efficiency filter on the exhaust port of its weighing booth. A filtration of 99.997% prevents active drug ingredients from accumulating in the air duct. This, in turn, prevents them entering the environment during maintenance and potentially harming personnel and the environment.

In 2021, our exhaust emissions were:

Indicators	Unit	2021 totals
Boiler exhaust emissions	10,000 Nm <sup>3</sup>	14,170.91
Nitrogen oxide emissions	tonnes	5.67
Soot emissions	tonnes	0.12



# Appendix

## Appendix I: Key Performance Indicators

Environmental performance indicators				
Type	Unit	2019	2020	2021
<b>Energy indicators</b>				
Gasoline	Liters	–	–	12,973.71
Diesel fuel	Liters	–	–	60,314.20
Natural gas	m <sup>3</sup>	5,389,428.00	5,665,031.00	10,575,955.40
Purchased electricity	KWh	73,641,241.00	81,128,859.00	145,487,253.10
Purchased steam	GJ	–	–	62,708.35
<b>Energy consumption indicators<sup>10</sup></b>				
Total energy consumption	MWh	–	–	278,070.46
Integrated energy consumption intensity	MWh/10,000RMB	–	–	0.27
<b>Greenhouse gas emission indicators</b>				
Scope 1 emissions	tCO <sub>2</sub> e	10,584.38	11,042.34	29,917.29
Scope 1 emissions intensity	tCO <sub>2</sub> e/10,000RMB	0.03	0.02	0.03
Scope 2 emissions	tCO <sub>2</sub> e	68,339.07	74,360.56	114,291.50
Scope 2 emissions intensity	tCO <sub>2</sub> e/10,000RMB	0.17	0.13	0.11
Totals	tCO <sub>2</sub> e	78,923.45	85,402.90	144,208.78
Integrated emissions intensity	tCO <sub>2</sub> e/10,000RMB	0.20	0.15	0.14
<b>Water consumption indicators</b>				
Production sites and office water consumption	tonnes	719,168.00	935,046.00	1,500,923.00
Production sites and office water consumption intensity	tonnes/10,000RMB	1.81	1.67	1.46
<b>Packaging material consumption indicators<sup>11</sup></b>				
Packaging material consumption	Kg	15,600.00	23,400.00	126,651.00
Packing material consumption intensity	Kg/10,000RMB	0.039	0.042	0.123
<b>Exhaust gas emission indicators<sup>12</sup></b>				
Boiler exhaust emissions	10,000 Nm <sup>3</sup>	5,389.00	5,863.50	14,170.91
NOx emissions	tonnes	3.28	2.66	5.67
Soot emissions	tonnes	0.07	0.02	0.12
<b>Waste disposal indicators</b>				
Hazardous waste removal volume	tonnes	1,152.00	1,626.78	3,021.99
Hazardous waste intensity	tonnes/10,000RMB	0.0029	0.0029	0.0029
Non-hazardous waste disposal	tonnes	1,231.09	2,107.31	2,687.07
Non-hazardous waste recycled	tonnes	–	–	51.69
Non-hazardous waste intensity	tonnes/10,000RMB	0.0031	0.0038	0.0026

10 Direct energy consumption includes consumption of natural gas and diesel oil, while indirect energy consumption refers to consumption of purchased power. Please refer to GB/T 2589-2020 General Principles for Calculation of Comprehensive Energy Consumption, and the GHG Protocol released by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD).

11 The increase in packaging was mainly due to increased variety of container closure systems and packaging materials used as a result of increased commercialized production. Our main packaging materials include medicine bottles / vials, rubber stoppers / plugs, aluminum caps, labels, honeycomb covers and carton boxes.

12 The main reason for the increase in the total amount of boiler exhaust gas and exhaust gas pollutants is that the increase in production capacity leads to an increase in the frequency of boiler use.

Social performance indicators <sup>13</sup>				
Type	Unit	2019	2020	2021
<b>Personnel employment indicators</b>				
Number of employees	Total	5,666	6,646	9,864
Gender*	Male	2,507	2,772	4,236
	Female	3,037	3,470	4,865
Age*	Under 30	3,688	3,463	4,970
	30 to 50	1,760	2,677	4,003
	Over 50	96	102	128
Educational Qualifications*	Doctoral Degree	424	518	656
	Master Degree	2,317	2,650	3,511
	Bachelor's Degree	2,119	2,248	3,560
	College Degree	564	662	1,096
	High school diploma or below	120	164	278
Employment type	Full-time	5,666	6,646	9,864
	Part-time <sup>14</sup>	–	178	161
Rank	Senior management	102*	101*	191
	Middle management	322*	350*	997
	Primary management	806*	807*	684
	Ground level employees	4,314*	4,984*	7,992
Regional distribution	China	5,544	6,242	9,101
	Outside China	122	404	763
<b>Employee equality and diversity metrics</b>				
Countries of origin of employees	Number	14	14	16
Ethnic minority employees working in China	Individuals	65	89	175
Percentage of women in senior management	%	–	–	38

13 The figures with the asterisk sign are limited to the employees in China only.

14 The number of part-time employees was included in the statistical operation of the Company in 2020 for the first time, but is not included in the total number of employees.

# Appendix

## Appendix I: Key Performance Indicators

Social performance indicators				
Type	Unit	2019	2020	2021
<b>Employee retention metrics</b>				
Total employees lost	Total	572	909	1,249
Total employee turnover <sup>15</sup>	Turnover Rate	10%	14%	13%
Gender*	Male	11%	15%	13%
	Female	9%	14%	12%
Age*	Under 30	9%	17%	13%
	30 to 50	13%	11%	12%
	Over 50	4%	14%	11%
Regional distribution	China	10%	14%	12%
	Outside of China	10%	6%	16%
Voluntary employee turnover	Turnover Rate	–	9.28%	9.72%
<b>Employee health and safety indicators</b>				
Number of deaths due to work injuries	People	0	0	0
Number of lost work days due to work injuries	Day	46	45	32
Lost-Time Injury Rate	Time/200,000 working hours	0.044	0.038	0.042
<b>Employee training indicators</b>				
Percentage of employees trained <sup>16</sup>		45%	100%	100%
Gender*	Male	43%	44%	47%
	Female	56%	56%	53%
Rank	Ground level employees	78%*	80%*	81%
	Primary management	13%*	12%*	7%
	Middle management	7%*	6%*	10%
	Senior management	2%*	2%*	2%
Average number of training hours per employee	Hours	5	78	73
Gender*	Male	5	78	73
	Female	5	78	73
Rank	Ground level employees	5*	78*	69
	Primary management	4*	78*	69
	Middle management	10*	77*	74
	Senior management	12*	66*	77
Total investment in staff training	10,000RMB	–	127.35	330.2

15 Total employee turnover = total employee lost/total employee number; including voluntary turnover and passive turnover.

16 In 2021, we adjusted the caliber of the percentage of employees trained by category and updated the data for 2019-2020 accordingly. The calculation caliber is as follows:  
 Percentage of employees trained = Total number of trainees / Total number of employees;  
 Percentage of employees trained by category = Number of trainees in this category / Total number of trainees.

Social performance indicators				
Type	Unit	2019	2020	2021
<b>Supplier indicators</b>				
Total number of suppliers	Companies	–	–	3,419
Number of suppliers in Asia	Companies	–	–	3,079
Asia Supplier Distribution by Purchase Volume	%	–	–	31%
Number of suppliers in Europe	Companies	–	–	205
Europe Supplier Distribution by Purchase Volume	%	–	–	38%
Number of suppliers in America	Companies	–	–	135
Americas Supplier Distribution by Purchase Volume	%	–	–	31%
Supplier Training	People	–	–	80
	Duration (hours)	–	–	640
<b>Product Liability Indicators</b>				
Product and service complaints	Number	2	6	5
Occupational Health and Safety-related recalls	Number	0	0	0
<b>Business Ethics Indicators</b>				
Corruption lawsuits	Number	0	0	0
Administrative penalties	Number	0	0	0
Business Ethics and Anti-Corruption Training	Percentage of directors covered	–	–	100%
	Training per person (hours)	–	–	0.5
	Percentage of employees covered	–	–	100%
	Training per person (hours)	–	–	1
<b>Social contribution indicators</b>				
Total volunteer participation time	Hours	–	–	3,192
Number of volunteer participants	People	–	–	798

# Appendix

## Appendix II: List of Laws and Regulations

### Chinese Regulations

Company Law of the People's Republic of China  
 Securities Law of the People's Republic of China  
 Criminal Law of the People's Republic of China  
 Anti-Monopoly Law of the People's Republic of China  
 Anti-Unfair Competition Law of the People's Republic of China  
 Law of the People's Republic of China on Donations to Public Welfare  
 Advertising Law of the People's Republic of China  
 Data Security Law of the People's Republic of China  
 Good Pharmacovigilance Practice  
 Patent Law of the People's Republic of China  
 Trademark Law of the People's Republic of China  
 Copyright Law of the People's Republic of China  
 Patent Cooperation Treaty  
 Provisions Regarding the Prohibition of Trade Secret Infringement  
 Shanghai Measures for the Administration of Laboratory Animals  
 Drug Administration Law of the People's Republic of China  
 Vaccine Administration Law of the People's Republic of China  
 Labor Law of the People's Republic of China  
 Labor Contract Law of the People's Republic of China  
 Employment Promotion Law of the People's Republic of China  
 Social Insurance Law of the People's Republic of China  
 Special Provisions on Labor Protection for Female Employees  
 Provisions on the Prohibition of Using Child Labor  
 Law of the People's Republic of China on Protection of Minors  
 Law of the People's Republic of China on the Prevention and Control of Occupational Diseases  
 Law of the People's Republic of China on Work Safety  
 Biosecurity Law of the People's Republic of China  
 Fire Protection Law of the People's Republic of China  
 Regulations on Work-related Injury Insurance  
 Factory Safety and Health Regulations  
 Interim Provisions on Finding Out and Controlling Hidden Dangers of Work Safety Accidents  
 Regulations on Reporting and Investigation and Handling of Production Safety Accidents  
 Regulations on the Safety Management of Hazardous Chemicals  
 Environmental Protection Law of the People's Republic of China  
 Law of the People's Republic of China on Energy Conservation  
 Water Pollution Prevention and Control Law of the People's Republic of China  
 Urban Drainage and Sewerage Ordinance  
 Shanghai Integrated Wastewater Discharge Standard(DB31/199-2018)  
 Law of the People's Republic of China on the Prevention and Control of Air Pollution  
 Emission Standards of The People's Republic of China for Atmospheric Pollutants  
 Integrated emission standard of air pollutants of people's republic of China  
 Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste  
 Law of the People's Republic of China on Prevention and Control of Soil Contamination  
 Law of the People's Republic of China on Prevention and Control of Radioactive Pollution  
 Measures on the Management of Urban Radioactive Wastes  
 Law of the People's Republic of China on the Prevention and Control of Environmental Noise Pollution  
 Shanghai Household Waste Management Regulation

### Chinese Regulations

Cleaner Production Promotion Law of the People's Republic of China  
 National Catalogue of Hazardous Wastes  
 Identification Standard Solid Wastes (GB-34330)  
 Standard for Pollution Control on the Storage and Disposal Site for General Industrial Solid Wastes (GB-18599)  
 Hazardous Waste Storage Pollution Control Standard (GB-18597)  
 Medical Waste Management Regulations  
 U.S. and EU Regulations  
 U.S. Foreign Corrupt Practices Act (FCPA)  
 U.S. Federal Trade Commission Act  
 U.S. Truth in Advertising Act (Honest Ads Act)  
 The European Union General Data Protection Regulation (GDPR)  
 U.S. Data Protection Act  
 U.S. Animal Welfare Act  
 U.S. Uniform Trade Secrets Act (UTSA)  
 The European Union Paris Convention on the Protection of Industrial Property  
 U.S. PHS Policy on Humane Care and Use of Laboratory Animals  
 AVMA Guidelines on Euthanasia (2020 Edition)  
 U.S. Labor Law  
 U.S. Employment Law  
 U.S. Occupational Safety and Health Act (OSH Act)  
 Irish Labor Code  
 German Labor Code  
 German Product Safety Act  
 U.S. Uniformed Services Employment and Reemployment Rights Act (USERRA)  
 U.S. Employee Rights for Workers with Disabilities Paid at Special Minimum Wages (EPPA)  
 U.S. Pay Transparency Nondiscrimination Provision  
 U.S. Energy Policy Act of 2005  
 U.S. Clean Water Act  
 U.S. Clean Air Act  
 U.S. Solid Waste Disposal Act



# Appendix

## Appendix III: HKEX Index

Key areas, levels, and general disclosures, and key performance indicators		Disclosure Stage
A. Environment		
Level A1	Emissions	
General Disclosure	In connection to exhaust gases and greenhouse gases, pollutants on water and land, and production of waste, including harmful and harmless: (a) Policies (b) Compliance with relevant laws and regulations that have a material impact on the publishers of information.	Greening Our Business – Energy Conservation and GHG Emissions Reduction Greening Our Business – Controlling Emissions and Waste Appendix II: List of Laws and Regulations
Key performance indicators A1.1	Emission types and related emission data.	Greening Our Business – Controlling Emissions and Waste Appendix I: Key Performance Indicators
Key performance indicators A1.2	Total greenhouse gas emissions (measured in tons) and (if applicable) intensity (e.g. per unit of production, per facility).	Greening Our Business – Energy Conservation and GHG Emissions Reduction Appendix I: Key Performance Indicators
Key performance indicators A1.3	Total hazardous waste generated (in tons) and (if applicable) intensity (e.g. per unit of production, per facility).	Greening Our Business – Controlling Emissions and Waste Appendix I: Key Performance Indicators
Key performance indicators A1.4	Total non-hazardous waste generated (in tons) and (if applicable) intensity (e.g. per unit of production, per facility).	Greening Our Business – Controlling Emissions and Waste Appendix I: Key Performance Indicators
Key performance indicators A1.5	Description of the emission targets set and the steps taken to achieve them.	Greening Our Business – Energy Conservation and GHG Emissions Reduction
Key performance indicators A1.6	Description of the protocols for disposing of hazardous and non-hazardous waste, as well as the waste reduction targets established, and the steps taken to achieve them	Greening Our Business – Controlling Emissions and Waste

Key areas, levels, and general disclosures, and key performance indicators		Disclosure Stage
A. Environment		
Level A2	Use of Resources	
General Disclosure	Policies for the efficient use of resources, including energy, water and other raw materials. Resource uses include production, storage, transportation, buildings, and electronics, among others.	Greening Our Business – Resource Management Greening Our Business – Controlling Emissions and Waste
Key performance indicators A2.1	Total direct and/or indirect energy consumption (e.g. electricity, gas or oil) by type (in MWh) and intensity (e.g. per unit of production, per facility).	Greening Our Business – Energy Conservation and GHG Emissions Reduction Appendix I: Key Performance Indicators
Key performance indicators A2.2	Total water consumption and intensity (e.g. per unit of production, per facility).	Greening Our Business – Resource Management Appendix I: Key Performance Indicators
Key performance indicators A2.3	Description of the energy efficiency targets and the steps taken to achieve them.	Greening Our Business – Energy Conservation and GHG Emissions Reduction
Key performance indicators A2.4	Description of any problems that may arise in obtaining the necessary water resource, as well as the water efficiency targets established and the steps taken to achieve them.	Greening Our Business – Resource Management
Key performance indicators A2.5	Total amount of packaging material used in finished products (in tons) and, if applicable, the share per production center.	Greening Our Business – Resource Management Appendix I: Key Performance Indicators
Level A3	Environment and natural resources	
General Disclosure	Policies that reduce publisher's major impacts on the environment and natural resources.	Greening Our Business – Environmental Management
Key performance indicators A3.1	Description of the major impacts of business activities on the environment and natural resources, as well as the actions taken to manage said impact.	Greening Our Business – Environmental Management
Level A4	Climate Change	
General Disclosure	Policies to identify and respond to significant climate-related issues that now have and are likely to continue to have an impact on the publishers.	Greening Our Business – Energy Conservation and GHG Emissions Reduction
Key performance indicators A4.1	Description of significant climate-related issues that now have and are likely to continue to have an impact on the publishers, as well as the actions taken to address them.	Greening Our Business – Energy Conservation and GHG Emissions Reduction

# Appendix

## Appendix III: HKEX Index

Key areas, levels, and general disclosures, and key performance indicators		Disclosure Stage
<b>B. Society</b>		
Level B1	Hiring	
General Disclosure	Concerning remuneration, as well as benefits in connection to dismissal, recruitment and promotion, work hours, holidays, equal opportunity, diversity, anti-discrimination, and others: (a) Policies (b) Information concerning relevant laws and regulations that have a material impact on the publisher.	Giving Back to Society – People Development
Key Performance Indicators B1.1	Total number of employees by gender, type of employment, age group, and region.	Giving Back to Society – People Development Appendix I: Key Performance Indicators
Key Performance Indicators B1.2	Employee turnover ratio by gender, age group and region.	Giving Back to Society – People Development Appendix I: Key Performance Indicators
Level B2	Occupational Health and Safety	
General Disclosure	In connection to providing a safe working environment and protecting employees from occupational hazards: (a) Policies (b) Compliance with relevant laws and regulations that have a material impact on the publishers of information.	Giving Back to Society – Occupational Health and Safety
Key Performance Indicators B2.1	Number and ratio of work-related deaths in each of the past three years (including the reported year).	Giving Back to Society – Occupational Health and Safety Appendix I: Key Performance Indicators
Key Performance Indicators B2.2	Number of lost work days due to work injuries.	Giving Back to Society – Occupational Health and Safety Appendix I: Key Performance Indicators
Key Performance Indicators B2.3	Description of the occupational health and safety measures adopted, as well as the relevant implementation and monitoring methods.	Giving Back to Society – Occupational Health and Safety

Key areas, levels, and general disclosures, and key performance indicators		Disclosure Stage
<b>B. Society</b>		
Level B3	Development and training	
General Disclosure	Policies to enhance the knowledge and skills of employees in the performance of their job. Description of training activities. Training refers to professional training and may include internal and external courses paid for by the employer.	Giving Back to Society – People Development
Key Performance Indicators B3.1	Percentage of trained employees by gender and category of (e.g. senior management, middle management, etc.).	Giving Back to Society – People Development Appendix I: Key Performance Indicators
Key Performance Indicators B3.2	Average number of training hours each employee completed, by gender and employee type.	Giving Back to Society – People Development Appendix I: Key Performance Indicators
Level B4	Labor Codes	
General Disclosure	Regarding the prevention of child or forced labor: (a) Policies (b) Compliance with relevant laws and regulations that have a material impact on the publishers of information.	Giving Back to Society – People Development
Key Performance Indicators B4.1	Description of the measures reviewing recruitment practices to avoid child and forced labor.	Giving Back to Society – People Development
Key Performance Indicators B4.2	Description of the steps taken to eliminate any violation as soon as it is discovered.	Giving Back to Society – People Development Enhancing Governance – Operational Compliance
Level B5	Supply chain management	
General Disclosure	Management of environmental and social risk policies in the supply chain.	Enhancing Governance – Sustainable Supply Chain
Key Performance Indicators B5.1	Number of suppliers by region.	Enhancing Governance – Sustainable Supply Chain Appendix I: Key Performance Indicators
Key Performance Indicators B5.2	Description of the practices associated with the hiring of suppliers, the number of suppliers covered, and the methods of implementation and monitoring for said practices.	Enhancing Governance – Sustainable Supply Chain
Key Performance Indicators B5.3	Description of practices used for identifying environmental and social risks at every step of the supply chain, as well as relevant enforcement and monitoring methods.	Enhancing Governance – Sustainable Supply Chain
Key Performance Indicators B5.4	Description of the practices promoting the repeated use of eco-friendly products and services in the selection of suppliers, as well as the relevant implementation and monitoring methods.	Enhancing Governance – Sustainable Supply Chain




# Appendix

## Appendix III: HKEX Index

Key areas, levels, and general disclosures, and key performance indicators		Disclosure Stage
<b>B. Society</b>		
<b>Level B6</b>	<b>Product Liability</b>	
General Disclosure	In connection with the health and safety of the products and services offered, advertising, labeling, privacy matters and remedies: (a) Policies (b) Compliance with relevant laws and regulations that have a material impact on the publishers of information.	Enhancing Governance – Enabling Clients
Key Performance Indicators B6.1	Percentage of total products sold or shipped that are subject to recycling for safety and health reasons.	Enhancing Governance – Enabling Clients
Key Performance Indicators B6.2	The number of complaints received about products and services and how to respond to them.	Enhancing Governance – Enabling Clients Appendix I: Key Performance Indicators
Key Performance Indicators B6.3	Description of practices related to the maintenance and protection of intellectual property rights.	Enhancing Governance – Operational Compliance
Key Performance Indicators B6.4	Description of the quality verification and product recycling procedures.	Enhancing Governance – Enabling Clients
Key Performance Indicators B6.5	Description of consumer data protection and privacy policies, as well as related implementation and monitoring methods.	Enhancing Governance – Operational Compliance
<b>Level B7</b>	<b>Combating Corruption</b>	
General Disclosure	Regarding the prevention of bribery, extortion, fraud and money laundering: (a) Policies (b) Compliance with relevant laws and regulations that have a material impact on the publishers of information.	Enhancing Governance – Operational Compliance
Key Performance Indicators B7.1	Number and outcome of the corruption proceedings filed and concluded against the publisher or its employees during the reporting period.	Enhancing Governance – Operational Compliance Appendix I: Key Performance Indicators
Key Performance Indicators B7.2	Description of precautionary measures and whistleblowing procedures, as well as relevant enforcement and monitoring methods.	Enhancing Governance – Operational Compliance
Key Performance Indicators B7.3	Description of corruption combating training provided to directors and employees.	Enhancing Governance – Operational Compliance
<b>Level B8</b>	<b>Community investment</b>	
General Disclosure	Policy regarding participatory understanding of the needs of the communities in which we operate and ensuring that our business activities take into account the interests of said communities.	Giving Back to Society – Community
Key Performance Indicators B8.1	Focus on areas for contribution (e.g. education, environmental issues, labor needs, health, culture, sports).	Giving Back to Society – Community
Key Performance Indicators B8.2	Resources used in the areas of operation (such as money or time).	Giving Back to Society – Community

# Appendix

## Appendix IV: United Nations Sustainable Development Goals Index

SDGs	WuXi Biologics' Contributions	Relevant Chapters
 <b>3</b> GOOD HEALTH AND WELL-BEING	<b>SDG3: Good Health and Well-Being</b> <ul style="list-style-type: none"> <li>Enabled our clients to discover, develop and produce biologics that benefit patients worldwide</li> <li>Implemented effective internal practices to protect the health and safety of our staff</li> <li>Welcomed 22 good manufacturing practice (GMP) inspections by drug regulatory agencies, confirming that we protect public health with the highest quality standards</li> <li>Enabled nearly 30 Investigational New Drug Applications (INDs) for COVID-19 drugs and vaccines; delivered more than 1,500 kg of neutralizing antibodies and hundreds of millions of vaccine doses</li> <li>Enabled development and production of 15 rare disease drugs; raised awareness for rare disease patients; collaborated with charity organization to launch a scholarship plan for students suffering from rare diseases</li> <li>Sponsored the Irish Breast Cancer Society's 30K in 30 Days event to help care for and support local breast cancer patients and survivors</li> </ul>	Company Overview  Working Together to Fight COVID-19  Enabling Partners through Innovation  Enhancing Governance – Enabling Clients  Giving Back to Society – Occupational Health and Safety  Giving Back to Society – Community
 <b>4</b> QUALITY EDUCATION	<b>SDG4: Quality Education</b> <ul style="list-style-type: none"> <li>Entered strategic partnerships with universities</li> <li>Continued to fund public welfare education projects through volunteer activities and the WuXi Biologics Charity Foundation</li> <li>Encouraged continuous learning in the workplace; provided effective employee training programs; supported employees in pursuing postgraduate and doctoral degrees while working, including tuition support</li> </ul>	Giving Back to Society – People Development  Giving Back to Society – Community
 <b>5</b> GENDER EQUALITY	<b>SDG5: Gender Equality</b> <ul style="list-style-type: none"> <li>Guaranteed equal pay for equal work for male and female employees</li> <li>Developed and implemented the Employee Diversity Policy to create a diverse, equal and inclusive (DEI) working environment for all employees</li> <li>Conducted leadership training and seminars at our global sites to encourage female employees to pursue career growth</li> <li>Established a global DEI task force to foster a culture of diversity, equity, and inclusion, and guarantee equal opportunities to all employees</li> <li>Established the Women in STEM (WiSTEM) Committee to inspire more women to reach their potential in science, technology, engineering, and mathematics</li> </ul>	Giving Back to Society – People Development



# Appendix

## Appendix IV: United Nations Sustainable Development Goals Index

SDGs	WuXi Biologics' Contributions	Relevant Chapters
	SDG6: Clean Water and Sanitation <ul style="list-style-type: none"> <li>Set long-term water conservation targets and committed to a 18% reduction in water consumption intensity by 2025 from a 2019 base year</li> <li>Implemented eco-friendly SUT technology to save 70% of water and eliminate 100% of detergent during cGMP production</li> <li>Saved water through equipment and process upgrades, and use of reclaimed water</li> <li>Committed not to draw water from areas facing water scarcity</li> </ul>	Greening Our Business – Environmental Management  Greening Our Business – Resource Management
	SDG8: Decent Work and Economic Growth <ul style="list-style-type: none"> <li>Job creation in the areas where we operate</li> <li>Provided staff with competitive salaries, training, and clear career development paths</li> <li>Named 'China's Most Attractive Employer' by Universum</li> </ul>	Giving Back to Society – People Development
	SDG9: Industry, Innovation and Infrastructure <ul style="list-style-type: none"> <li>Created a new generation of biotechnology platforms with proprietary intellectual property rights</li> <li>Promoted bio-innovation, explore digitalization in R&amp;D and intelligent manufacturing</li> </ul>	Enabling Partners through Innovation
	SDG10: Reduced Inequalities <ul style="list-style-type: none"> <li>Cultivated a fair corporate culture that promotes inclusiveness and diversity</li> <li>Drew society's attention to rare diseases through rare disease group assistance programs, contributing to a more equal and inclusive social environment</li> </ul>	Giving Back to Society – People Development  Giving Back to Society – Community
	SDG11: Sustainable Cities and Communities <ul style="list-style-type: none"> <li>Established WuXi Biologics Charity Foundation and volunteer team; 798 volunteers from 9 cities in China, the United States, Ireland and Germany who contributed 3192 service hours to the local communities</li> <li>Donated RMB10 million to Henan for post-disaster reconstruction; launched the Love Kitchen project and helped 72 affected school kitchens to complete post-disaster construction</li> <li>Donated to local low-income groups</li> </ul>	Giving Back to Society – Community

SDGs	WuXi Biologics' Contributions	Relevant Chapters
	SDG12: Responsible Consumption and Production <ul style="list-style-type: none"> <li>Built sound environmental health and safety management to control the use of resources</li> <li>Passed inspections of our robust quality management system by over 10 regulatory agencies from governments in the United States, the European Union, Canada, Japan, and China</li> <li>Created the WuXi Biologics Procurement Supplier Management Protocol to help build a responsible supply chain with sustainable performance</li> </ul>	Enhancing Governance – Enabling Clients  Enhancing Governance – Sustainable supply chain  Greening Our Business – Resource Management
	SDG13: Climate Action <ul style="list-style-type: none"> <li>Set targets to reduce greenhouse gas emissions intensity of Scope 1 and Scope 2 emissions intensity by 50% by 2030 compared with 2020 (tons/CNY 10,000 of operating income)</li> <li>Included energy management in departmental performance assessments and optimized the company's energy management</li> <li>Explored low-emission technologies and renewable energy applications to enhance energy efficiency</li> </ul>	Greening Our Business – Environmental Management  Greening Our Business – Energy Conservation and GHG Emissions Reduction
	SDG16: Peace, Justice and Strong Institutions <ul style="list-style-type: none"> <li>Cultivated an operating environment with trustworthy business ethics, compliance, and optimized corporate governance</li> <li>Trained 100% of employees in business ethics and anti-corruption</li> <li>Faced no lawsuits or legal cases for corruption or unfair competition</li> </ul>	Enhancing Governance – Operational Compliance
	SDG17: Partnerships for the Goals <ul style="list-style-type: none"> <li>Enabled clients to benefit from our integrated biopharmaceutical capabilities and technology platforms, accelerating global biopharmaceutical research and development</li> <li>Cultivated a stable supply chain network to promote sustainable development</li> </ul>	Enhancing Governance – Enabling Clients  Enhancing Governance – Sustainable Supply Chain

# Appendix

## Appendix V: GRI Standards (Core Standards) Index

Disclosure Issues/ Disclosure Item Disclosures		Chapter index
GRI 101: Foundation 2016		
GRI 102: General Disclosures 2016		
Organizational Profile		
102-1	Organization Name	About the Report
102-2	Events, brands, products and services	Company Overview – Introduction
102-4	Locations of operations	About the Report
102-5	Rights and legal forms	About the Report
102-6	Markets served	Company Overview – Introduction
102-7	Organizational Scope	Company Overview – Introduction
102-8	Information about employees and other workers	Giving Back to Society – People Development
102-9	Supply Chain	Giving Back to Society – Sustainable Supply Chain
102-10	Significant changes in organization and supply chain	No Significant Changes
102-11	Early warning principles and guidelines	Greening Our Business – Energy Conservation and GHG Emissions Reduction
Strategy		
102-14	Statements from senior decision makers	A Message from Our CEO
Ethics and integrity		
102-16	Values, principles, standards, and codes of conduct	Company Overview – Vision and Mission
Governance		
102-18	Governance Structure	Enhancing Governance – Corporate Governance

Disclosure Issues/ Disclosure Item Disclosures		Chapter index
GRI 101: Foundation 2016		
GRI 102: General Disclosures 2016		
Stakeholder engagement		
102-40	Stakeholder Groups	Enhancing Governance – Corporate Governance
102-42	Identification and selection of stakeholders	Enhancing Governance – Corporate Governance
102-43	Stakeholder Engagement Policy	Enhancing Governance – Corporate Governance
102-44	Main topics and concerns raised	Enhancing Governance – Corporate Governance
Report practices		
102-46	Report content and topic definitions and limits	About the Report
102-47	Substantive issues	Enhancing Governance – Corporate Governance
102-48	Restatement of information	About the Report
102-49	Report changes	About the Report
102-50	Reported Period	About the Report
102-51	Date of most recent report	About the Report
102-52	Date of Report	About the Report
102-53	Contact information for any issues concerning this Report	About the Report
102-54	Declaration of compliance with GRI standards for reporting	About the Report
102-55	GRI Index of Content	Appendix V: GRI Standards (Core Standards) Index of Content



# Appendix

## Appendix V: GRI Standards (Core Standards) Index

Disclosure Issues/ Disclosures Substantive issues		Chapter index
Economy		
GRI 201: Economic Performance 2016		
201-2	Financial implications of climate change, in addition to other risks and opportunities	Greening Our Business – Energy Conservation and GHG Emissions Reduction
GRI 204: Procurement Practices 2016		
204-1	Ratio of expenditure on procurement from local suppliers	Enhancing Governance – Sustainable Supply Chain
GRI 205: Anti-Corruption 2016		
GRI 103: Management Approach 2016	103-1 Description of substantive topics and their limits	Enhancing Governance – Operational Compliance
	103-2 Management approach and its components	Enhancing Governance – Operational Compliance
	103-3 Evaluation of management approach	Enhancing Governance – Operational Compliance
205-1	Operating sites that have conducted corruption risk assessment	Enhancing Governance – Operational Compliance
205-2	Communication and training of anti-corruption policies and procedures	Enhancing Governance – Operational Compliance
205-3	Confirmed incidents of corruption and actions taken	Enhancing Governance – Operational Compliance
GRI 206: Anti-competitive Behavior 2016		
GRI 103: Management Approach 2016	103-1 Description of substantive topics and their limits	Enhancing Governance – Operational Compliance
	103-2 Management approach and its components	Enhancing Governance – Operational Compliance
	103-3 Evaluation of management approach	Enhancing Governance – Operational Compliance
206-1	Legal proceedings addressing unfair competition, as well as antitrust practices	Enhancing Governance – Operational Compliance

Disclosure Issues/ Disclosures Substantive issues		Chapter index
Environment		
GRI 301: Materials 2016		
GRI 103: Management Approach 2016	103-1 Description of substantive topics and their limits	Greening Our Business – Resource Management
	103-2 Management approach and its components	Greening Our Business – Resource Management
	103-3 Evaluation of management approach	Greening Our Business – Resource Management
301-1	Materials used by weight or volume	Greening Our Business – Resource Management
GRI 302: Energy 2016		
GRI 103: Management Approach 2016	103-1 Description of substantive topics and their limits	Greening Our Business – Energy Conservation and GHG Emissions Reduction
	103-2 Management approach and its components	Greening Our Business – Energy Conservation and GHG Emissions Reduction
	103-3 Evaluation of management approach	Greening Our Business – Energy Conservation and GHG Emissions Reduction
302-1	Energy consumption within our organization	Greening Our Business – Energy Conservation and GHG Emissions Reduction
302-3	Energy intensity	Greening Our Business – Energy Conservation and GHG Emissions Reduction
302-4	Reduced energy consumption	Greening Our Business – Energy Conservation and GHG Emissions Reduction
302-5	Reduced energy requirements for products and services	Greening Our Business – Energy Conservation and GHG Emissions Reduction

# Appendix

## Appendix V: GRI Standards (Core Standards) Index

Disclosure Issues/ Disclosures Substantive issues		Chapter index
Environment		
GRI 303: Water and Effluents 2018		
GRI 103: Management Approach 2016	103-1 Description of substantive topics and their limits	Greening Our Business – Resource Management
	103-2 Management approach and its components	Greening Our Business – Resource Management
	103-3 Evaluation of management approach	Greening Our Business – Resource Management
303-1	Organizational relationship to water (as a shared resource)	Greening Our Business – Resource Management
303-2	Management impact on drainage	Greening Our Business – Resource Management
303-3	Water intake	Greening Our Business – Resource Management
303-4	Drainage	Greening Our Business – Resource Management
303-5	Water consumption	Greening Our Business – Resource Management
GRI 305: Emissions 2016		
GRI 103: Management Approach 2016	103-1 Description of substantive topics and their limits	Greening Our Business – Energy Conservation and GHG Emissions Reduction
	103-2 Management approach and its components	Greening Our Business – Energy Conservation and GHG Emissions Reduction
	103-3 Evaluation of management approach	Greening Our Business – Energy Conservation and GHG Emissions Reduction
305-1	Direct (Scope 1) greenhouse gas emissions	Appendix I: Key Performance Indicators
305-2	Energy (Scope 2) Greenhouse Gas Emissions	Appendix I: Key Performance Indicators
305-4	Intensity of greenhouse gas emissions	Appendix I: Key Performance Indicators
305-5	Reductions in greenhouse gas emissions	Appendix I: Key Performance Indicators
305-7	Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ) and other significant gas emissions	Appendix I: Key Performance Indicators

Disclosure Issues/ Disclosures Substantive issues		Chapter index
Environment		
GRI 306: Waste 2020		
GRI 103: Management Approach 2016	103-1 Description of substantive topics and their limits	Greening Our Business – Controlling Emission and Waste
	103-2 Management approach and its components	Greening Our Business – Controlling Emission and Waste
	103-3 Evaluation of management approach	Greening Our Business – Controlling Emission and Waste
306-1	Waste production and its significant connection to waste	Greening Our Business – Controlling Emission and Waste
306-2	Impact Management of major waste-related issues	Greening Our Business – Controlling Emission and Waste
306-3	Waste produced	Appendix I: Key Performance Indicators
306-4	Waste transferred from disposal	Appendix I: Key Performance Indicators
306-5	Waste sent for disposal	Appendix I: Key Performance Indicators
GRI 307: Environmental Compliance 2016		
GRI 103: Management Approach 2016	103-1 Description of substantive topics and their limits	Greening Our Business – Environmental Management
	103-2 Management approach and its components	Greening Our Business – Environmental Management
	103-3 Evaluation of management approach	Greening Our Business – Environmental Management
307-1	Violation of environmental laws and regulations	Greening Our Business – Environmental Management



# Appendix

## Appendix V: GRI Standards (Core Standards) Index

Disclosure Issues/ Disclosures		Chapter index
Substantive issues		
Environment		
GRI 308: Supplier Environmental Assessment 2016		
GRI 103: Management Approach 2016	103-1 Description of substantive topics and their limits	Giving Back to Society – People Development
	103-2 Management approach and its components	Giving Back to Society – People Development
	103-3 Evaluation of management approach	Giving Back to Society – People Development
308-1	New vendors classified using environmental criteria	Giving Back to Society – People Development
Community		
GRI 401: Employment 2016		
GRI 103: Management Approach 2016	103-1 Description of substantive topics and their limits	Giving Back to Society – People Development
	103-2 Management approach and its components	Giving Back to Society – People Development
	103-3 Evaluation of management approach	Giving Back to Society – People Development
401-1	New hires and employee turnover	Giving Back to Society – People Development
401-2	Benefits offered to full-time employees (temporary or part-time employees not included)	Giving Back to Society – People Development

Disclosure Issues/ Disclosures		Chapter index
Substantive issues		
Community		
GRI 403: Occupational Health and Safety 2018		
GRI 103: Management Approach 2016	103-1 Description of substantive topics and their limits	Giving Back to Society – Occupational Health and Safety
	103-2 Management approach and its components	Giving Back to Society – Occupational Health and Safety
	103-3 Evaluation of management approach	Giving Back to Society – Occupational Health and Safety
403-1	Occupational health and safety management protocol	Giving Back to Society – Occupational Health and Safety
403-2	Hazard identification, risk assessment, and incident investigation	Giving Back to Society – Occupational Health and Safety
403-3	Occupational health services	Giving Back to Society – Occupational Health and Safety
403-4	Occupational health and safety issues: worker participation, consultation and communication	Giving Back to Society – Occupational Health and Safety
403-5	Occupational health and safety training for employees	Giving Back to Society – Occupational Health and Safety
403-6	Promoting worker health	Giving Back to Society – Occupational Health and Safety
403-7	Prevention and reduction of occupational health and safety impacts directly related to business activities	Giving Back to Society – Occupational Health and Safety
403-8	Employees covered by the occupational health and safety management protocol	Giving Back to Society – Occupational Health and Safety
403-9	Injuries	Giving Back to Society – Occupational Health and Safety
403-10	Work-related health issues	Giving Back to Society – Occupational Health and Safety

# Appendix

## Appendix V: GRI Standards (Core Standards) Index

Disclosure Issues/ Disclosures		Chapter index
Substantive issues		
Community		
GRI 404: Training and Education 2016		
GRI 103: Management Approach 2016	103-1 Description of substantive topics and their limits	Giving Back to Society – People Development
	103-2 Management approach and its components	Giving Back to Society – People Development
	103-3 Evaluation of management approach	Giving Back to Society – People Development
404-1	Average number of training hours per employee per year	Appendix I: Key Performance Indicators
404-2	Programs for employee skill development and transition assistance	Giving Back to Society – People Development
404-3	Percentage of employees who regularly undergo performance and career development reviews	Appendix I: Key Performance Indicators
GRI 405: Diversity and Equal Opportunity 2016		
GRI 103: Management Approach 2016	103-1 Description of substantive topics and their limits	Giving Back to Society – People Development
	103-2 Management approach and its components	Giving Back to Society – People Development
	103-3 Evaluation of management approach	Giving Back to Society – People Development
405-1	Management Institutions and Employee Diversity	Giving Back to Society – People Development
GRI 406: Non-Discrimination 2016		
GRI 103: Management Approach 2016	103-1 Description of substantive topics and their limits	Giving Back to Society – People Development
	103-2 Management approach and its components	Giving Back to Society – People Development
	103-3 Evaluation of management approach	Giving Back to Society – People Development
406-1	Incidents of discrimination and corrective action taken	Giving Back to Society – People Development

Disclosure Issues/ Disclosures		Chapter index
Substantive issues		
Community		
GRI 408: Child Labor 2016		
GRI 103: Management Approach 2016	103-1 Description of substantive topics and their limits	Giving Back to Society – People Development
	103-2 Management approach and its components	Giving Back to Society – People Development
	103-3 Evaluation of management approach	Giving Back to Society – People Development
408-1	Operating sites and suppliers with significant risk of child labor incidents	Giving Back to Society – People Development
GRI 409: Forced or Compulsory Labor 2016		
GRI 103: Management Approach 2016	103-1 Description of substantive topics and their limits	Giving Back to Society – People Development
	103-2 Management approach and its components	Giving Back to Society – People Development
	103-3 Evaluation of management approach	Giving Back to Society – People Development
409-1	Operating sites and suppliers with significant risk of forced or compulsory labor incidents	Giving Back to Society – People Development
GRI 413: Local Communities 2016		
GRI 103: Management Approach 2016	103-1 Description of substantive topics and their limits	Giving Back to Society – Community
	103-2 Management approach and its components	Giving Back to Society – Community
	103-3 Evaluation of management approach	Giving Back to Society – Community
413-1	Operating sites with local community involvement, impact assessments and development plans	Giving Back to Society – Community
413-2	Center of operation that has a significant, real or potentially negative impact on the local community	Giving Back to Society – Community



# Appendix

## Appendix V: GRI Standards (Core Standards) Index

Disclosure Issues/ Disclosures		Chapter index
Substantive issues		
Community		
GRI 414: Supplier Social Assessment 2016		
GRI 103: Management Approach 2016	103-1 Description of substantive topics and their limits	Enhancing Governance – Sustainable Supply Chain
	103-2 Management approach and its components	Enhancing Governance – Sustainable Supply Chain
	103-3 Evaluation of management approach	Enhancing Governance – Sustainable Supply Chain
414-1	New vendors classified using social criteria	Enhancing Governance – Sustainable Supply Chain
GRI 416: Customer Occupational Health and Safety 2016		
GRI 103: Management Approach 2016	103-1 Description of substantive topics and their limits	Enhancing Governance – Enabling Clients
	103-2 Management approach and its components	Enhancing Governance – Enabling Clients
	103-3 Evaluation of management approach	Enhancing Governance – Enabling Clients
416-1	Health and safety impact assessments for product and service categories	Enhancing Governance – Enabling Clients
416-2	Violations involving health and safety impacts of products and services	Enhancing Governance – Enabling Clients
GRI 417: Marketing and Labeling 2016		
GRI 103: Management Approach 2016	103-1 Description of substantive topics and their limits	Enhancing Governance – Operational Compliance
	103-2 Management approach and its components	Enhancing Governance – Operational Compliance
	103-3 Evaluation of management approach	Enhancing Governance – Operational Compliance
417-3	Marketing-related violations	Enhancing Governance – Operational Compliance

# Appendix

## Appendix VI: SASB Index

Issues	Accounting standards	Encoding	Chapter index
General Health Care	Description of actions and initiatives for inclusive health care for priority diseases in developing countries. Includes research and development, pricing, public policy development and market impact, manufacturing and distribution, patents and licensing, product donations, and philanthropic activities	HC-BP-240a.1	Giving back to society – Community
Drug Safety	Number of recalls, total number of recalled products	HC-BP-250a.3	Enhancing Governance – Enabling Clients
	Number and type of enforcement actions taken against breaches of good manufacturing practices (cGMP) by the FDA or equivalent institutions in other regions.	HC-BP-250a.4	Enhancing Governance – Enabling Clients
Ethical marketing	Total monetary losses incurred by the company due to legal proceedings related to false marketing claims	HC-BP-270a. 1	Enhancing Governance – Operational Compliance
Employee recruitment, development and retention	Business strategies for recruiting and retaining scientists and R&D talent.	HC-BP-330a.1	Giving Back to Society – People Development
	(1) Voluntary and (2) Non-voluntary turnover rates: (a) Supervisors/Senior Management, (b) Middle Management, (c) Professionals, and (d) All other employees	HC-BP-330a.2	Appendix I: Key Performance Indicators
Business Ethics	Total monetary losses incurred due to legal proceedings related to corruption and bribery	HC-BP-510a.1	Enhancing Governance – Operational Compliance