

WuXi Biologics (Cayman) Inc. Employee Diversity Policy

I. Overview

This policy was created in accordance with the WuXi Biologics (Cayman) Inc. (the "Company") Code of Conduct, to promote a corporate culture that values and fosters a diverse workforce, where all employees feel welcome, respected and valued regardless of race, color, gender, religion, national origin, disability, marital status, veteran status, sexual orientation, gender identification or any other classification protected by law.

II. Scope

This policy applies to WuXi Biologics (Cayman) Inc. (the "Company") and its worldwide holding subsidiaries and affiliated companies. All directors, officers and employees of the Company, whether they work for the Company on a full-time, part-time, consultative or temporary basis (each, an "employee" and collectively, the "employees") are required to comply with the Policy.

III. Anti-Workplace Harassment

The Policy prohibits any type of harassing conduct by any employee of the Company, including directors, officers and employees of the Company, whether they work for the Company on a full-time, part-time, consultative or temporary basis. The Company also protects employees from prohibited harassment by third parties, such as customers, vendors, visitors and etc. The workplace includes: actual worksites, any setting in which work-related business is being conducted (whether during or after normal business hours), company-sponsored events, or company owned/controlled property.

IV. Recruitment of Talents from Diverse Backgrounds

The Company commits to taking concrete action to recruit and attract talent from a wide range of backgrounds, and hiring individuals in a fair and equitable manner. To develop and foster a diverse workforce, the Company welcomes job applications by individuals from diverse backgrounds including, but not limited to, diversified

educational and work backgrounds, different religions, nationalities, marital status, races, colors, ethnicities, abilities, sexual orientation, and gender identities.

When making hiring decisions, the Company's management should consider candidates with different backgrounds fairly and impartially to eliminate potentially unconscious discrimination.

V. Promote a Diverse and Inclusive Corporate Culture

The Company will take steps to enhance employees' awareness of diversity, acceptance of colleagues from different backgrounds, and cooperation with all colleagues to build a diverse team.

The Company is committed to creating a diverse corporate culture and values, which has been specifically included in the PROUD culture. By providing diversity training to employee in China and overseas, the Company aims to help employees understand the value of a diverse workforce as well as their roles and responsibilities in promoting cooperation among different teams, departments and regions. Such diversity awareness trainings can help cultivate employee ownership, improve group cohesion, establish effective communication channels, promote the integration of personal goals with organizational ones, and achieve the common development of the organization and individuals.

The Company will promote an equal and fair workforce development program and will compensate employees based on merit, regardless of race, color, gender, religion, national origin, disability, sexual orientation, gender identity, marital status, veteran status, or any other classification protected by law.

Management should demonstrate inclusive leadership, maintain an inclusive attitude, and value and listen to diverse voices. When conducting performance assessments and making promotion decisions, management will fairly and equally consider all employees, regardless of their background, to eliminate conscious or unconscious discrimination.

VI. Emphasize physical and mental health of employees

The Company has always attached importance to the physical and mental health of employees, by creating different kinds of staff clubs with various characteristics,

regularly holding various activities to relieve the physical and mental pressure of employees, advocate employees to develop a happy and healthy lifestyle at the same time to enhance staff communication, enhance our corporate cohesion.

VII. Establish Benchmark and Collect Feedback

The company will regularly conduct internal surveys and evaluations to assess the level of employee satisfaction, areas for improvement, and areas of excellence related to diversity and inclusion. Based on the findings, the Company will adjust diversity and inclusion efforts as needed.

VIII. Channels for Reporting Policy Violations

The Company encourages employees to use established channels to report violations of this policy. All alleged violations will be taken seriously and investigated, and corrective action will be taken as necessary.

Compliance Reporting Email:

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