

WuXi Biologics Climate Change Policy

Our Position

A leading global Contract Research, Development and Manufacturing Organization (CRDMO), WuXi Biologics ("the Company" or "we") maintains a vigilant focus on climate change and the natural environment, integrating both climate-change response and considerations for natural environment protection into our sustainability strategy.

We continually assess risks and opportunities arising from the impacts of climate change; optimize greenhouse gas (GHG) emissions and energy management systems; implement environmentally friendly and low-carbon innovative technologies and processes; and proactively take environment-protection measures to confront and manage the Company's climate change-related risks.

We also promote green business practices, biodiversity-friendly construction and sustainable development. Biodiversity assessments are conducted early in the site-selection process and we apply best-practice conservation initiatives in construction and operation to avoid or minimize any possible impact on biodiversity.

Our Commitments

We are committed to reducing our Scope 1 and Scope 2 greenhouse gas (GHG) emissions intensity by 50% (tonnes/RMB 0'000) by 2030 from the base year 2020, and achieving net-zero emissions from our overall operations by 2050. To help us reach this target, we are taking the following actions:

- **Decarbonization**
 - **Avoiding** – Integrating a low-carbon concept into our due diligence, site selection (including mergers and acquisitions), design, equipment selection, construction and operations of new sites; aligning all future capital expenditures with our GHG targets.
 - **Reducing** – Actively exploring technological innovation; considering environmental criteria and optimizing processes of product research, development, manufacturing, logistics and waste disposal; continuously improving our energy efficiency, and reducing energy usage and carbon emissions; optimizing sustainability performance in daily management at all sites regarding energy, water, biodiversity and waste.
 - **Substituting** – Continuing to source alternative forms of energy and expanding the use of renewable energy.
 - **Offsetting** – Supporting nature-based solutions and other emerging carbon-offset technologies.
- **Engagement**
 - **Employee** – Engaging employees on climate-change topics and providing training curriculum, lectures and other internal communication channels to raise awareness; integrating our carbon-reduction goals with the Company's standardization management and WuXi Biologics Business System (WBS) to enable employees to contribute to these goals by using their knowledge in their daily work.

- **Value Chain** – Collaborating with clients, suppliers and other key business partners to reduce environmental impacts and carbon emissions across the value chain; integrating environmental protection, climate change and other sustainability topics into our supplier assessment system.
- **Industry** – Seeking cooperation with industry associations and global organizations to find the best solutions for climate-change and environmental-protection issues; diligently following public policies related to climate change that are aligned with the Paris Agreement; setting up a regular reviewing and monitoring process to ensure our public policy engagement and industry collaboration are consistent with the Paris Agreement.
- **Transparency**
 - **Disclosure** – Continually monitoring the Company’s environmental performance; conducting routine carbon inventory to track GHG emission-reduction progress; regularly evaluating and disclosing information on our progress, initiatives, opportunities and risks related to environmental protection and climate change.
 - **Communication** – Maintaining transparent communication on climate-change and environmental-protection topics with our stakeholders, including but not limited to clients, investors, and local communities.
 - **Compliance** – Ensuring full and consistent compliance with international standards, as well as national laws and regulations everywhere the Company operates.

Governance

This policy has been reviewed and approved by the Company's Board of Directors to ensure its alignment with our climate strategy. The ESG (Environmental, Social and Governance) Committee, under the Company's Board of Directors, conducts annual reviews of the Company's climate-change strategy and performance to ensure that relevant rules and activities are successfully implemented and managed. The ESG Steering Group, which is composed of senior executives, is responsible for providing business insights into the Company's climate-change strategy and management, and for ensuring that resources are allocated for implementation and enforcement. The Company will dedicate a financial budget for the management of and activities related to climate change and GHG emissions reduction.

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, interned, consultative or outsourcing basis (each, an “employee” and collectively, the “employees”) – are required to comply with the Policy.

This policy was first published for access by all stakeholders in June 2021 and revised in December 2022. This policy is to be regularly reviewed and updated as necessary.



Dr. Zhisheng Chen, CEO of WuXi Biologics

Chairman of ESG Committee