

Diversity, Equity and Inclusion Policy

1 GENERAL PROVISIONS

1.1 Purpose

This Policy is formulated to develop a better corporate culture of WuXi Biologics (Cayman) Inc. (the “Company”), to value and foster diversity, equity and inclusion in the workplace, in accordance with The Code of Business Conduct and Ethics. We seek to promote a sense of belonging, respect and appreciation for all. That means employees of all races, colors, sex or gender, religion or beliefs, nationalities, abilities or disabilities, marital status, veteran status, sexual orientation, gender identity or other legally protected status.

1.2 Scope

This Policy shall be applicable to WuXi Biologics (Cayman) Inc. (“WuXi Biologics”) 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 temporary basis are required to comply with the Policy.

2 ANTI-DISCRIMINATION, EQUALITY, DIVERSITY, AND INCLUSION POLICIES

We are committed to ensuring fair and equitable treatment at work in terms of labor matters such as hiring, compensation, training opportunities, promotion, termination of employment or retirement, without relation to or support any decisions based on race, social class, religious belief, disability status, gender, sexual orientation, age, marital status, pregnancy, union membership or political affiliation.

2.1 Recruiting and Hiring Policies in diverse workplace

2.1.1 We take practical actions to recruit and attract a wide range of diverse talents and are committed to a fair and equitable recruitment process. With the aim to build and cultivate a diverse team, we welcome job applications from a

various range of candidates, including but not limited to those with diverse educational and work backgrounds, religious beliefs, nationalities, marital status, race, color, ethnicity, disability status, sexual orientation and gender identity.

2.1.2 When making hiring decisions, Company management shall give fair and equitable consideration to candidates from diverse backgrounds and eliminate possible discrimination or bias.

2.2 Development of diverse and inclusive corporate culture

2.2.1 We aim to ensure all employees understand the awareness of diversity, enhance the acceptance and inclusion of employees of all backgrounds and promote cooperation and synergy. Affirmative actions will be taken to consistently build and develop a diverse work team.

2.2.2 We are committed to a culture that create and value diversity. The “PROUD” culture endowed with diversity and inclusion is communicated to colleagues in China and overseas. We provide culture trainings to help employees better understand the significance of working in a diverse team, ensuring that they are aware of their roles and responsibilities in working together across teams, departments and regions. Thus, trainees will cultivate the principles of respect, inclusion and unity and apply them to their working life; and improve group cohesion, establish effective communication channels, align personal goals with organizational objectives, and achieve the common development of the organization and individuals.

2.2.3 We are dedicated to conducting an employee development program that recognize fair and equitable treatment where compensation is based on merit without relation to race, color, gender, religion, nationality, disability status, sexual orientation, gender identity, marital status, veteran status, or any of the Protected Characteristics.

2.2.4 Company management is responsible for providing leadership on inclusion with open mind and values diverse perspectives. When making performance evaluation and promotion decisions, company management should be fair and objective and consider employees from different backgrounds and avoid possible discrimination or bias, conscious or unconscious.

3 ANTI-HARASSMENT POLICY

- 3.1 The Company strictly prohibits any form of harassment in the workplace by any employee (including directors, officers and employees, whether they work for the Company on a full-time, part-time, consultative or temporary basis).
- 3.2 The behavior and actions amount to harassment in the workplace could include but is not limited to, any form of harassment directed at any other colleagues, customers or partners whether the behavior is verbal, physical conduct or through a medium such as the Internet (including, but not limited to, unwanted sexual request, offensive sexual advances or offenses, verbal abuse, sexually or racially derogatory remarks, display of pornographic images and objects in the workplace, etc.).
- 3.3 We take a zero-tolerance stance on the above-mentioned behaviors involving workplace harassment. If any employee is proved to have engaged in any form of workplace harassment after investigation, he/she will be considered as a serious violation of the Company's system and will be subject to disciplinary action or even termination of employment relationship.
- 3.4 We also protect employees from harassment by third parties, such as customers, suppliers, visitors and etc. The workplace hereof 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. If an employee is being harassed by a third party at work, the employee may report to the Company or seek assistance through the various reporting channels listed in Article 7 of this Policy.

4 HUMAN RIGHTS

- 4.1 The Company is committed to protecting and respecting human rights. Throughout its business enterprise, related policies have been actively pursued. We encourage our employees to get involved and give back to the communities where we work and live. We also expect our suppliers and business partners to share these values, fulfilling the respect and support for human rights in their business activities.
- 4.2 We support and uphold the principles and values laid out in The International Bill of Human Rights (consisting of the Universal Declaration of Human Rights and its related covenants), the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up.

4.3 As an employer we are:

- committed to offering a fair salary and good conditions of employment;
- committed to providing a healthy, safe and secure work place for all employees and contractors;
- committed to exercising high standards of integrity in dealing with and protecting the Personally Identifiable Information (PII) of employees;
- opposed to discrimination at work and committed to promoting diversity;
- dedicated to the personal development and the dignity of every individual employee;
- respectful of the right of employees to join an independent trade union, the right of collective bargaining, and of freedom of association;
- opposed to child labor, all forms of slavery, exploitative child labor, human trafficking, or bonded or forced labor of any kind and will not knowingly support or conduct business with any organization involved in such activities.
- respectful of the right of employees to freedom of religious or beliefs. The Company shall not force nor discriminate against employees for their religious beliefs or non-religious beliefs, and should protect legitimate religious activities.
- ensuring that insulting behavior that is coercive, threatening, abusive or exploitative to employees, including posture, language and physical contact, is strictly prohibited. Corporal punishment, body searches, threats of violence or other forms of physical, sexual, mental or verbal abuse shall not be used or supported.

5 EMPHASIS ON THE PHYSICAL AND MENTAL HEALTH OF EMPLOYEES

The Company has always attached importance to the physical and mental health of employees. We have created a number of workplace clubs with various characteristics, and have organized regular activities for relieving the physical and mental stress and advocating a happy and healthy lifestyle. Meanwhile, the clubs can be great for team bonding, and enhancing corporate cohesion.

6 ESTABLISHMENT OF STANDARDS WITH CONSTANT FEEDBACK

The Company will conduct regular internal surveys and evaluations to assess employee

satisfaction, areas for improvement and excellence related to diversity and inclusion. Based on the results of these surveys and assessments, we will make targeted adjustments to diversity and inclusion-related efforts.

7 REPORTING CHANNELS

- 7.1 The Company encourages its employees who have concerns about any suspected discrimination, harassment and unfair treatment in the workplace to voice those concerns or report through various compliance channels. The Company will make the first round of response and feedback within two working days of receiving the consultation or report. For complex issues which require more investigation, we will assign the corresponding person in charge to follow up, and will continue to stay in contact with the employee until the issue is resolved. If it is substantiated, we will deal with the problem seriously and take corrective actions in a timely manner. While encouraging employees to report, we also keep the information of the persons who raise concerns strictly confidential and firmly protect them.
- 7.2 We aim to support and protect the whistleblowing and endeavor to investigate and handle the concerns independently, objectively and fairly. We have formulated *Whistleblowing and Investigation Policy of WuXi Biologics*, which sets up an open, transparent and unobstructed whistleblowing and investigation procedure, management communication system and reward and disciplinary actions mechanism to encourage employees, customers, suppliers and other stakeholders who have concerns about any suspected misconduct to come forward and report.
- 7.3 In order to prevent retaliation against anyone who raises a concern or provides information in connection with an investigation, Company management must ensure persons involved are assured of protection as specified in *Whistleblowing and Investigation Policy of WuXi Biologics*. During the course of processing, we will make every effort to keep the identity of persons who raise concerns confidential to avoid revealing. Employees who are found and confirmed to retaliate against those who have raised concerns under this policy will be subject to disciplinary actions.
- 7.4 You can raise your concerns through the following main reporting channels:
- Report to your superiors, managers or local HR team in the organization;
 - Compliance hotline: 400-8209577-3;

- Compliance Department Email: Compliance_Biologics@wuxibiologics.com;
- Internal Audit Department Email: IA_biologics@wuxibiologics.com;
- CEO mailbox: WuXi Biologics Corporate Wechat - CEO mailbox;
- Legal Department Email: Legal@wuxibiologics.com

8 SUPPLEMENTARY PROVISIONS

8.1 Effectiveness of the Rules

In the event of any inconsistency between the regulations hereof and any regulations related to the Company’s DEI policy before the issuance of this Policy, this Policy shall prevail.

8.2 The Training of this Policy

8.2.1 New employees are required to complete the Rules of Anti-discrimination and Anti-harassment training in the NEO (New Employee Orientation) training when they are onboard.

8.2.2 In order to raise employees’ awareness of diversity and inclusion, the company will conduct the annual training on “Diversity, Equity, & Inclusion” for all employees, e.g. the training “Building An Inclusive Workplace, Being An Employer of Choice” was conducted in 2022.

8.2.3 In order to cultivate and strengthen the Inclusive Leadership, the company will conduct annual training on “Diversity, Equity, & Inclusion” for managers and above, such as “How to deal with reports or instances of discrimination and harassment?”, “DEI—Unconscious Bias and Micro-discrimination”, “Cross-cultural Communication”, “Inclusive Leadership”, etc.

8.3 Reference Documents

8.3.1 Code of Business Conduct and Ethics

8.3.2 Employee Handbook

8.3.3 Whistleblowing And Investigation Policy