



WuXi Biologics Environment, Health & Safety (EHS) Policy

WuXi Biologics' mission is to accelerate and transform discovery, development and manufacturing of biologics through a comprehensive open-access platform, enabling global healthcare partners and benefit patients worldwide. We believe that employee health and safety, environmental protection and sustainability are our key goals, which are inseparable from our mission. In support of this, the WuXi Biologics global EHS Policy establishes a framework for these goals and shows our commitment to our employees, external partners, stakeholders and public:

- We ensure compliance with all applicable EHS laws and regulations, company EHS standards and industry practices during company operation activities.
- We set up quantitative EHS targets and objectives, manage EHS risks effectively, we use management systems to identify hazards, establish prioritization and action plans, and drive EHS performance into continual improvement.
- Each employee is responsible for preventing accidents, avoiding risks to health and reducing environmental pollution.
- We create a healthy, safe and environmental friendly workplace for our employees, contractors, visitors and community.
- We protect the environment and pursue to sustainability by operating responsibly, we use natural resources, energy and water more efficiently, the same time we reduce hazardous waste. Also we seek to reduce adverse environmental impacts from our operations, products and services.
- We integrate EHS into our overall business strategy throughout operations, products and services, distribution and logistics, due-diligence, mergers and acquisitions.
- We share this Policy to our partners, suppliers and contractors, and assess our suppliers and contractors accordingly.
- We foster transparency and dialogue with our stakeholders regularly, both internal and external, on our EHS business.

The EHS Policy is implemented through a comprehensive EHS management and assurance system, and consulted with and involved in workers' representatives. This EHS Policy is applicable to all businesses and all employees of WuXi Biologics, and is to be shared publicly for all stakeholders to view. We provide our employees with the education, skills and training to adhere to this Policy.

Effective date : 2023 07 July 2023

Dr. Zhisheng Chen, CEO of WuXi Biologics
Chairman of ESG Committee