



(A limited company incorporated in the People's Republic of China
with limited liability)

(Stock Code: 603259.SH/2359.HK)

2020

WuXi AppTec

Corporate Social Responsibility Report



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Overview

In this third Corporate Social Responsibility (CSR) Report issued by WuXi AppTec Co., Ltd. (hereinafter referred to as “WuXi AppTec,” “the Company,” or “we”), WuXi AppTec aims to examine its CSR and Environmental, Social and Governance (ESG) performance and the performance of its subsidiaries. The report covers the financial year and reporting period of January 1, 2020 to December 31, 2020, with some additional related information incorporated that may have occurred outside the reporting period. The previous CSR report was released in March 2020.

Basis of Preparation

This report complies with the requirements of the *Environmental, Social and Governance Reporting Guide*, revised and released in December 2015 in *Appendix 27 of the Listing Rules* issued by the Hong Kong Stock Exchange (HKEx), and also refers to *Review of the Environmental, Social and Governance Reporting Guide and Related Listing Rules and Appendix 27 (Environmental, Social and Governance Reporting Guide)*, issued by HKEx in December 2019. In addition, the report refers to and responds to Morgan Stanley Capital International’s (MSCI) ESG rating, and cites certain indicators from the Global Reporting Initiative’s (GRI) *Standards for Sustainability Reporting* (see Appendix III: GRI Reference Table for details).

Scope and Boundary of the Report

The policies and data cover the Company and its subsidiaries; the statistical scope and data dimensions are consistent with the annual report. Unless otherwise specified, the currency used in the report is RMB.

Sources and Reliability

Information included in the report is primarily sourced from statistical reports and relevant documents of the Company. The Board of Directors guarantees that the statements contained in the report are true, accurate and complete without any false record and misleading statements.

Confirmation and Approval

The report was approved on March 30, 2021, after confirmation by the Board of Directors.



Company's Full Name	Abbreviation in the Report
WuXi AppTec Co., Ltd.	WuXi AppTec, the Company or we
WuXi AppTec (Wuhan) Co., Ltd.	WXAT Wuhan
WuXi AppTec (Suzhou) Co., Ltd.	WXAT Suzhou
WuXi AppTec (Tianjin) Co., Ltd.	WXAT Tianjin
WuXi AppTec (Shanghai) Co., Ltd.	WXAT Shanghai
WuXi AppTec (Chengdu) Co., Ltd.	WXAT Chengdu
WuXi AppTec (Nantong) Co., Ltd.	WXAT Nantong
Shanghai MedKey Med-tech Development Co., Ltd.	WuXi SMO
WuXi PRA Clinical Research (Shanghai) Co., Ltd.	WuXi Clinical
WuXi ATU Co., Ltd.	ATU
Shanghai SynTheAll Pharmaceutical Co., Ltd.	STA
Guangdong Blooming-Spring Biological Technology Development Co., Ltd.	Guangdong Bloom-Spring

Message from the Chairman

Welcome to our Corporate Social Responsibility Report for 2020.

At the center of WuXi AppTec's sustainable development initiatives is our vision that "every drug can be made and every disease can be treated." This was more critical in 2020 than ever before, as the sudden outbreak of COVID-19 dramatically impacted all of us personally and professionally. We regarded it as our core responsibility to address this global healthcare challenge head on – a reflection of WuXi AppTec's ongoing work to improve the communities to which we belong.

At the outset of the pandemic, WuXi AppTec took swift action to ensure the health and safety of our employees. At the same time, we quickly launched our business continuity plan, leveraging the scale and global nature of our platform to support the urgent, life-saving work of our partners – striving to accelerate and promote the research and development of new drugs, and to meet customer demand and project delivery schedules going forward. We also formed a collaborative international alliance with industry partners to help accelerate the development and manufacturing of COVID-19 treatments. In addition, we initiated a series of virtual global forums focused on understanding and overcoming COVID-19. I was pleased that we were able to strengthen the global connections of experts across the healthcare industry, as our partners worked to bring life-saving therapeutics to patients as quickly as possible.

Throughout the year, we further rooted Environmental, Social and Governance (ESG) initiatives in every aspect of our strategy and operations – as you will see in this report. After establishing an ESG Committee to formulate and implement critical strategies, we published *Rules of Procedure of the Environmental, Social and Governance Committee* in an effort to optimize decision-making processes, as well as policies intended to bring clarity and direction to our efforts, including the *Code of Business Conduct and Ethics*,

Responsible Marketing Policy, and *Employee Diversity Policy*. In conjunction with other ESG-related measures already in place, these policies helped deepen and refine our ESG management across the Board.

Environmental protection is a key focus of our sustainable development goals. In response to rising concerns about global climate change, we promoted energy conservation and emission reduction through process management and technological upgrades, as well as closely monitored procedures and key indicators. We also increased environmental awareness within the Company, for example by hosting regular training sessions for all employees. In addition, we continued to promote green chemistry through biocatalysis and flow chemistry for a more efficient and green manufacturing. As a result of these efforts, in 2020 we reduced the intensity of our greenhouse gas emissions by 6% compared with 2019 levels.

WuXi AppTec has always sought to expand our capacities and capabilities to ensure that, through our integrated enabling platform, we can help our collaborative partners expedite the discovery and development of new medicines for patients globally. Today, we are enabling more than 4,200 customers from over 30 countries, including over 1,300 new customers in 2020. We remain committed to working hand-in-hand with our partners to achieve our shared vision that "every drug can be made and every disease can be treated."

Our core values are "Integrity & Dedication; Working Together & Sharing Success; Doing the Right Thing; Doing It Right." Since our founding, we have maintained a steadfast commitment to the integrity of our work. We strictly adhere to local laws and regulations and the highest standards of business ethics across the regions in which we operate. We consistently abide by bioethical standards across all research projects and advocate for responsible research practices. In tandem, we reiterate our commitment to an inclusive



and vibrant workplace that fosters collaboration among, and professional development for, all WuXi AppTec employees. By the end of 2020, we increased the share of female employees to 53%, further improving the diversity of our talent. We were pleased to be awarded as one of the most attractive employers years in a row by leading HR ranking agencies.

Looking forward, we remain committed to "doing the right thing and doing it right." To us, this will focus on delivering on our commitments to our employees, investors, communities and the environment to operate in a sustainable way today and in the future.

Ge Li, Ph.D.
Chairman and CEO of WuXi AppTec

Highlights and Performance in 2020

Financial Performance:

- During the reporting period, revenue increased by 28.46% year over year, operating profits grew by 44.79% year over year, and total profits rose by 44.18% year over year.

ESG Governance and Communication:

- Established an ESG office to facilitate the overall planning and implementation of ESG initiatives during the reporting period.
- Issued the *Rules of Procedure of the Environmental, Social and Governance Committee* to systemize and regulate ESG governance.
- Incorporated ESG-related performance indicators into the standards of the management team assessment and tied performance with their pay.
- Identified and summarized 21 material social responsibility issues related to the Company.
- Organized 406 activities, including an investor's exchange, along with teleconferences and roadshows.

Responsible Operations:

- Formulated a series of policies and systems - including the *Code of Business Conduct and Ethics*, the *Responsible Marketing Policy*, and the *WuXi AppTec Employee Information Security Policy* - to prevent corruption, bribery, money laundering, monopoly, unfair competitiveness, insider trading, conflict of interest, responsible marketing, information protection and other illicit activities.
- Applied anti-corruption compliance rules and standards across our supply chain.
- Routinely organized trainings related to responsible operations, and ensured that all members of the Board of Directors and employees received anti-corruption training.
- Arranged or accepted 59 audits related to ethical standards and 14 information safety-related audits.

Human Resources:

- Employed 26,411 employees worldwide, an increase of 21.46% from the previous year, of which 53% were female employees.
- Formulated the *Employee Diversity Policy* to ensure the fairness, inclusiveness and diversity of recruitment and operations.
- Prepared enhanced training programs for new employees, leadership, and professional skill development. Obtained 100% training coverage of employees, with an average of 48 hours of training per employee.
- Further supported employees through an Educational Assistance Program and Scholarship Plan for Employees' Children.

Products and Services:

- Related businesses passed ISO 9001, ISO 12485, GMP and other key international quality certifications.
- Customer inquiries and issues were appropriately addressed and resolved in a timely manner.
- STA won all six CMO Leadership Awards presented by Outsourced Pharma and Life Science Leader, demonstrating strong recognition from the industry of the quality, specialty, capability, compatibility, expertise, reliability, and comprehensive services of the Company.

Health and Environment:

- Established a corporate-level Environmental, Health and Safety (EHS) Governance Committee, chaired by Dr. Ge Li, Chairman and CEO of the Company.
- Provided health and safety trainings for suppliers and arranged EHS trainings for all employees.
- Proposed three strategies to continuously enhance resilience against climate change in the *Environmental, Social and Governance Rules*.
- STA participated in CDP surveys on climate change and water safety in 2019 and 2020.
- Promoted the transformation of cutting-edge research in clean technology and environmentally-friendly chemistry into technologies that can be used by industry, such as continuous manufacturing, enzymatic technology and others.

Social Development:

- Coordinated with 2,823 suppliers, including 2,299 suppliers in Mainland China and 524 suppliers outside Mainland China.
- Formulated the *Supplier Code of Conduct and Sustainable Supply Chain Policy* based on the principles of the Pharmaceutical Supply Chain Initiative (PSCI).
- Supported medical corporations in accelerating and promoting drug research and development, and improving medical accessibility.
- Raised public awareness of the challenges and opportunities related to the research and development of treatments for rare diseases by conducting online forums open to the public and sharing them across various channels and with various stakeholders.
- Established the WuXi AppTec Help Fund to assist those in need, especially in areas such as education, personal hygiene and care, disaster relief, and poverty alleviation.
- In response to the global pandemic, more than 19,000 employees made charitable donations and the Company promoted knowledge exchange within the global healthcare industry as well as joined a collaborative internal alliance to address the challenge of COVID-19.



Company Profile
Scope of Services
Corporate Governance

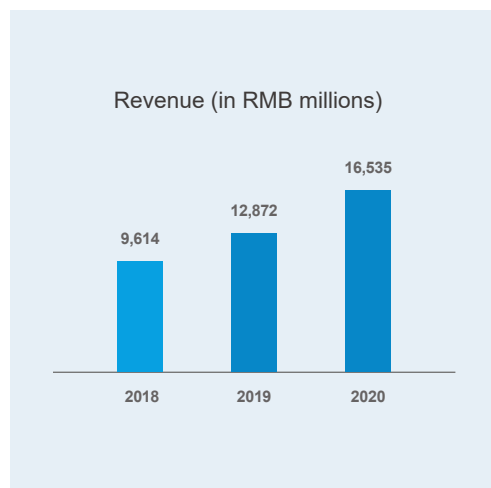
About WuXi AppTec

Company Profile

WuXi AppTec provides a broad portfolio of R&D and manufacturing services that enable companies in the pharmaceutical, biotech and medical device industries worldwide to advance discoveries and deliver groundbreaking treatments to patients. As an innovation-driven and customer-focused company, WuXi AppTec helps our partners improve the productivity of advancing healthcare products through cost-effective and efficient, socially responsible and sustainable solutions. We provide industry-leading capabilities such as R&D and manufacturing for small molecule drugs, cell and gene therapies, and testing for medical devices.

WuXi AppTec adheres to a "long-tail" strategy and is committed to leveraging our integrated, end-to-end R&D services platform and strengthening customer conversion between upstream and downstream service departments. We are aligned with the drug R&D value chain, enabling our customers in terms of capability and capacity and providing high quality service and efficiency to them. In the process of continuous promotion of customer projects, we aim to gradually expand our services and improve our operating efficiency from "following the project" to "following the molecule trends."

The Company has exhibited strong growth since Q2 2020. In comparison to 2019, the Company's total revenue during the reporting period increased by 28.46%, operating profit rose by 44.79%, total profit grew by 44.18%, net profit attributable to holders of the parent company expanded by 59.62% and basic earnings per share was up 56.79%.



Scope of Services

During the reporting period, WuXi AppTec provided services for over 4,200 active customers from more than 30 countries through our 29 sites around the world. Adhering to global quality standards while relying on excellent service records and employing a strong intellectual property rights protection system, we are recognized in the field of global medical research and development. The service data produced by WuXi AppTec has obtained a high degree of recognition and credibility. As of the end of the reporting period, we had 26,411 employees.

The Company provides services based on the

following four business sectors: China-based laboratory services, CDMO¹ services, U.S.-based laboratory services, and clinical research and other CRO² services.



¹ CDMO: Contract Development and Manufacturing Organization

² CRO: Contract Research Organization

China-based Laboratory Services

Operating one of the largest small molecule drug R&D teams worldwide, the Company assists global customers with R&D for pharmaceutical products and helps strengthen the small molecule drugs R&D industry. The Company provides a variety of related services, including small molecule compound discovery, pharmaceutical analysis and testing, cell and gene therapy CTDMO³ services, and preclinical integrated R&D services.

CDMO Services

Boasting one of the largest and strongest technology R&D teams in China, the Company is the first pharmaceutical chemicals process development and production platform in China to pass the Pre-approval Inspection (PAI) of Drug Registration by the U.S. Food and Drug Administration (FDA), which has also been approved by regulatory agencies in the United States, China, Canada, the European Union, Japan, Switzerland, Australia, and New Zealand to supply APIs and GMP⁴ intermediates for the aforementioned countries and regions.

U.S. -based Laboratory Services

Our U.S.-based laboratories provide cell and gene therapy Contract Testing, Development and Manufacturing Organization (CTDMO) services, and medical device testing services.

Clinical Research and other CRO Services

The Company continuously promotes a network design and construction of clinical centers across the world. The Company's Clinical Development Services (CDS) team is composed of over 800 employees and provides clinical trial services. In addition, the Site Management Organization (SMO) team consists of 3,300 employees providing clinical center management services for nearly 1,000 hospitals in 150 cities within China.



³ CTDMO: Contract Testing, Development and Manufacturing Organization

⁴ GMP: Good Manufacturing Practice

Corporate Governance

Well-defined corporate governance standards form the basis for how WuXi AppTec protects the rights and interests of shareholders, enhances corporate value, formulates its business strategies and policies, increases corporate transparency, and provides accountability. The Company strictly abides by all laws and regulations in our operations, including, but not limited to the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Code of Corporate Governance for Listed Companies*, *Appendix 14 Corporate Governance Code of the Listing Rules* of HKEx and other normative documents. The Company seeks to gradually improve its corporate governance structure, and fully supports the role of the general meeting of shareholders, the Board of Directors and the Board of Supervisors in making major decisions, operating management and oversight, and protect shareholders' rights and interests.

Corporate Governance Structure

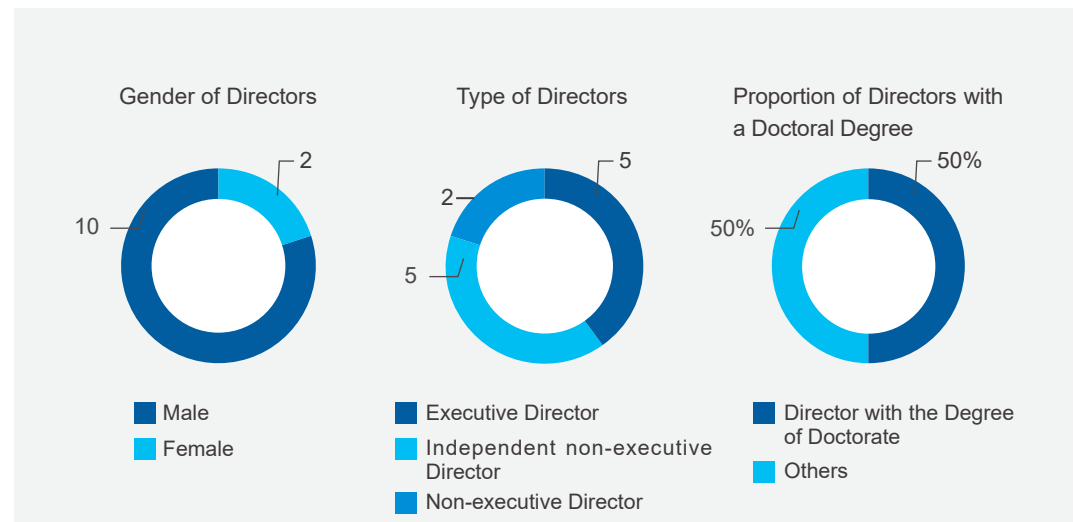
Under the Board of Directors are four committees: the Audit Committee, the Remuneration and Appraisal Committee, the Nomination Committee, and the Strategy Committee. The committees supervise the Company in each respective area. The Board of Directors guides management directly or indirectly through the committees, formulates strategies and supervises strategy implementation, inspects the operational and financial performance of the Company, and ensures a well-established system of internal control and risk management, among other priorities. The terms of reference of the Board of Directors are published on the Company's website and the Hong Kong Stock Exchange, and are available to shareholders upon request.

Board Diversity

In conformance with the *Articles of Association* and other relevant regulations, the Company formulated a Board Diversity Policy. The Company appoints individuals to seat on the Board based on an individual's qualifications, while also assessing factors such as gender, cultural background, and race. As a result, the Company appropriately balances diverse skills, experience and viewpoints among members to enhance the efficiency of the

Board. We firmly believe that a diverse Board of Directors is beneficial to the Company's performance and essential to achieving its strategic goals in sustainable development.

As of the close of the reporting period, the Board of Directors consisted of 5 Executive Directors, 2 Non-executive Directors, and 5 Independent Non-executive Directors. Among all Directors, there are 2 females. The 12 current Directors are experienced professionals, half of whom hold a doctoral degree.



The Company encourages all Directors to participate in professional development trainings. The Board of Directors actively engages in training related to these professional development efforts and the study of securities market operation norms. As of the close of the reporting period, the Board of Directors had participated in 11 compliance training sessions,

which covered various aspects of national policies, laws and regulations of the securities market, corporate policies, codes of conduct, etc. In addition, the Company also provided relevant and updated legal and regulatory documents to the Directors in order to promote compliance awareness of the Board members and the ability to perform their duties.

Date	Training Content
January 4, 2020	Attended consultation meeting on the systematic overhaul of rules and regulations on securities and futures held by Jiangsu Supervision Bureau of China Securities Regulatory Commission (hereinafter referred to as "Jiangsu Securities Regulatory Bureau")
March 10, 2020	Attended a course on the interpretation of a new policy regarding the refinancing of listed companies held by the Shanghai Stock Exchange (hereinafter referred to as "SSE")
March 13, 2020	Attended a training on the interpretation of information disclosure of listed companies under the new <i>Securities Law</i> held by SSE
April 16, 2020	Attended a training on disclosure and review of recent annual reports held by SSE
May 7, 2020	Attended compliance training for newly-appointed Directors organized by Wilson Sonsini Goodrich & Rosati Law Firm (WSGR)
May 21, 2020	Attended the special online training on the <i>Listed Companies Voluntary Information Disclosure</i> report in Jiangsu organized by Jiangsu Securities Regulatory Bureau
July 2, 2020	Attended a session on supervision service in the second quarter organized by SSE
August 19, 2020	Attended the training held by Jiangsu Securities Regulatory Bureau on the code of conduct for major shareholders, Directors and Supervisors of listed companies regarding increasing or reducing their shares
September 24, 2020	Attended a training on the liability of listed companies for securities violations under the new <i>Securities Law</i> held by Jiangsu Association for Public Companies
October 28, 2020	Attended a session on supervision service in the third quarter organized by SSE
December 18, 2020	Attended a training on the implementation and study of the <i>Opinions of the State Council on Further Improving the Governance of Listed Companies</i> held by Jiangsu Association for Public Companies

Internal Control and Risk Management

In order to effectively manage internal risks, WuXi AppTec's Board of Directors assesses and determines the nature and level of risks that the Company is willing to undertake as it pursues its strategic objectives. The Board of Directors has also established an effective and current risk management and internal control system. The Audit Committee monitors and manages overall risks related to business operations. Relevant departments implement risk management policies and carry out routine risk management.

The Company has established a series of internal monitoring policies, measures, and procedures, such as the *Internal Audit Policy*. The

Company carries out risk-oriented internal audits through self-assessments and utilizes reporting mechanisms to identify risks early on and resolve these issues promptly. In 2020, we further developed our internal control management system, refining team management in each business segment. As a result, we were able to identify problems at their onset and quickly move forward with mitigation efforts.

Moreover, the Company employed internal monitoring consultants to execute internal control procedures for the Company and its main operating subsidiaries. The consultants provide monitoring reports at the group entity level and

on various topics, including environmental control, risk assessment, internal supervision, information and communication, anti-fraud, reporting and disclosure, related parties and their transactions, taxation, sales and payment receiving management, purchasing and payment management, inventory management, fixed asset management, personnel and compensation management, capital management, contract management, R&D and intangible asset management, information systems management and insurance.



Philosophy and Structure
Stakeholder Identification and Communication
Analysis of Material Issues

ESG Governance

Philosophy and Structure

WuXi AppTec places significant importance on corporate governance, corporate behavior, product safety and quality, human resource development and the environment and the communities in which it operates. The Company strives to realize the vision that "every drug can be made and every disease can be treated," seeking to build an open-access platform with the most comprehensive capabilities and technologies in the global healthcare industry and helping to build a healthier world for everyone.

CSR Philosophy

The CSR philosophy is one of the driving forces for WuXi AppTec's sustainable development. As a committed enabler of the healthcare industry, we are committed to "doing the right thing and doing it right". We put customers first and conscientiously seek to act responsibly in every aspect of our business, while striving to improve the health and well-being of mankind.

Abiding by the highest business ethics and industry standards

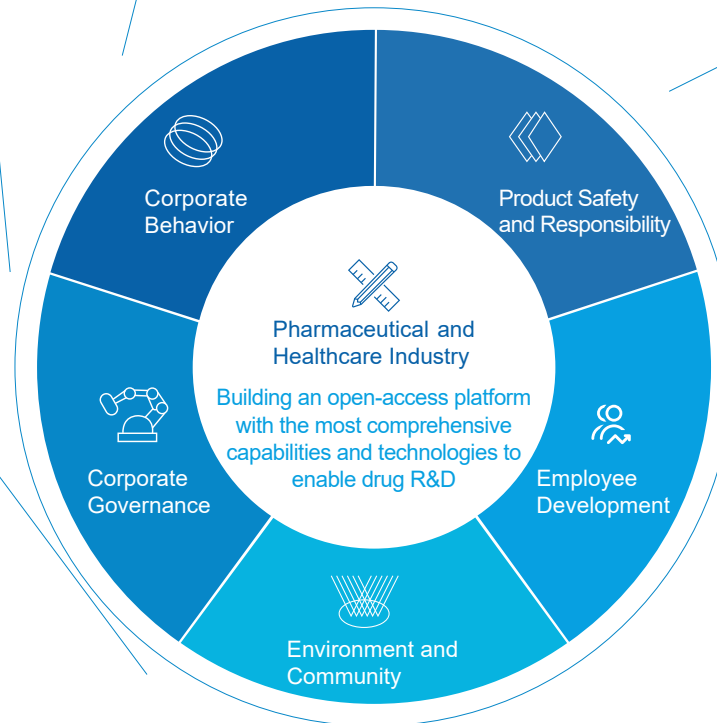
WuXi AppTec upholds the principle of integrity in its business operations and strictly abides by the laws and regulations applicable to each location where the Company operates. The Company upholds the highest standards of integrity in its corporate management, responsible marketing, business information protection, clinical ethics, animal welfare, etc., and observes the highest professional ethics and behavior standards.

Protecting the rights and interests of shareholders and safeguarding the healthy development of the Company

A well-defined corporate governance standard is the basis for the Company to protect the rights and interests of its shareholders, enhance corporate value, formulate business strategies and policies, increase corporate transparency, and manage responsibilities. WuXi AppTec continues to improve its corporate governance structure and encourages its shareholders, the Board of Directors and the Board of Supervisors to play a big role in major decision-making and operations management and supervision, in order to protect the rights and interests of its shareholders and foster the health and growth of the Company.

Developing in harmony with the environment and the community

WuXi AppTec believes that industry efforts towards a greener environment and a highly collaborative community both provide critical support for the sustainable development of a company. The fewer negative impacts a company's operations have on the environment, the stronger the Company's development capability will be. WuXi AppTec strives to build and support a responsible supply chain and foster a vibrant, eco-friendly healthcare industry.



Creating maximum value for customers

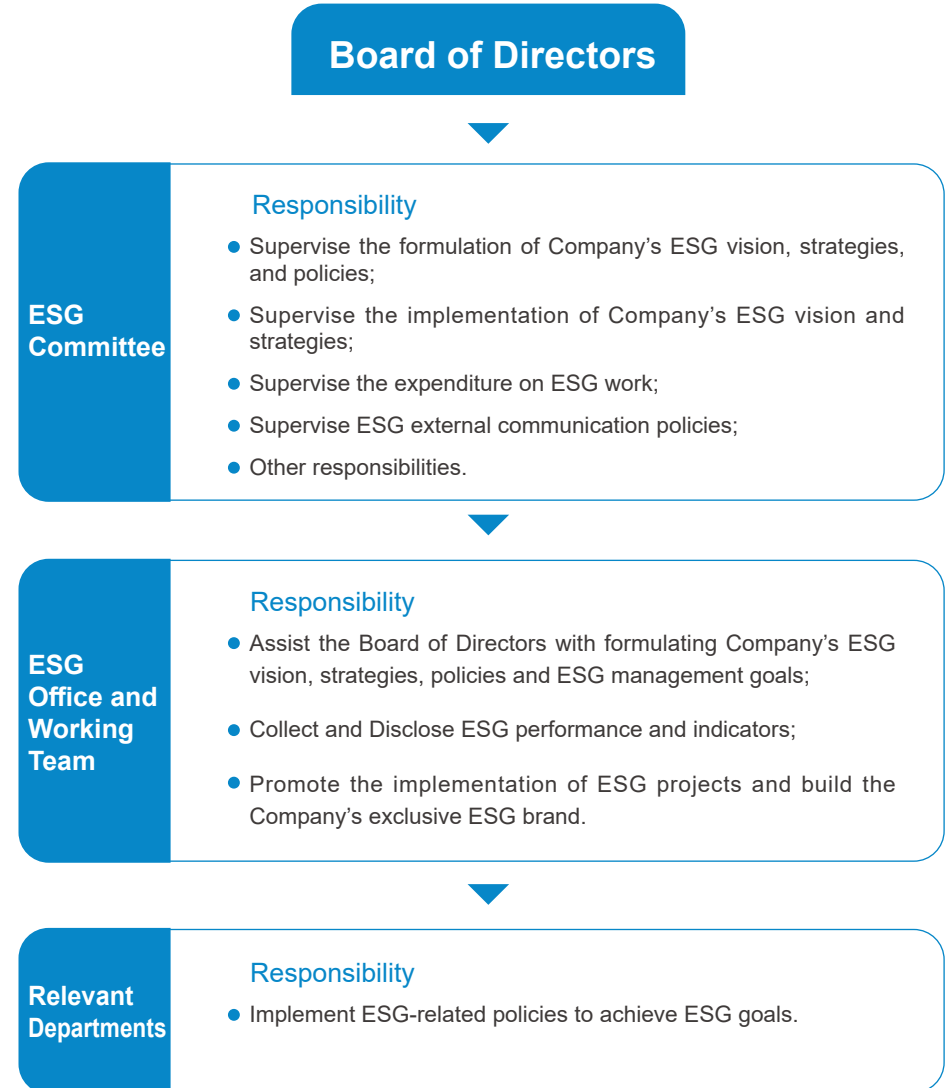
WuXi AppTec believes that only by ensuring the quality of products and services and enhancing existing stable service capabilities will the Company be positioned to enable novel drug R&D and contribute to the improvement of the global healthcare industry. WuXi AppTec considers compliance, quality standards, and intellectual property protection as cornerstones of the industry, and as essential to upholding the principle of "putting the customer first".

Have passion for our work, have fun in our roles, and have a career at WuXi AppTec

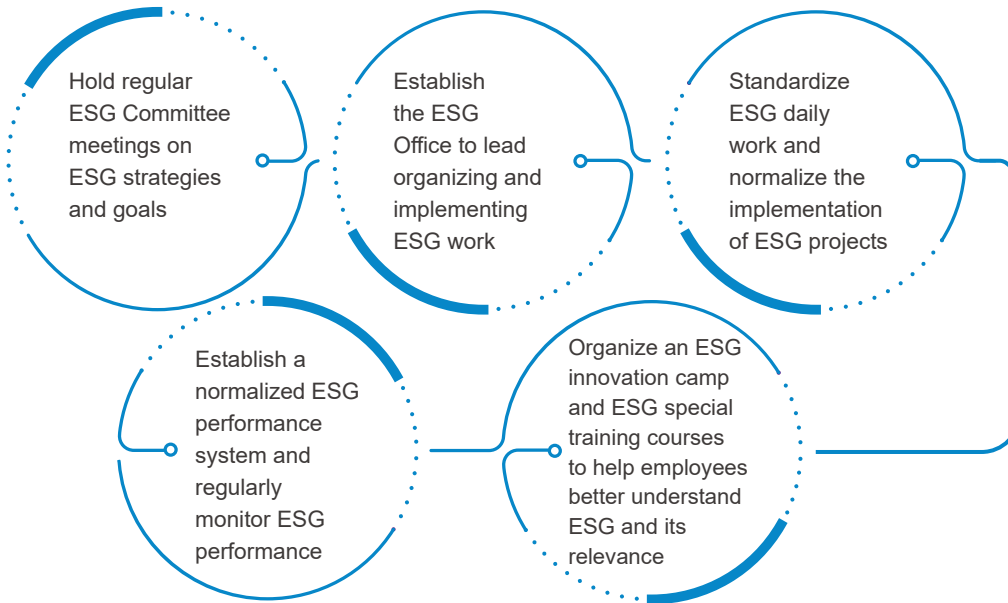
The Company values employee growth and development. We strive to foster a safe and healthy working environment for our employees, actively promote the training and improve the performance-based talent development and rewarding programs. As a result, employees can "Have Passion, Have Fun, Have a Career in WuXi AppTec".



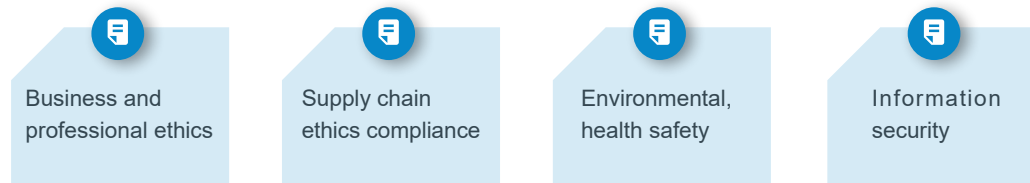
Our governance structure provides a framework for the Company's ESG work. To better unify employees' understanding and promote efficient ESG efforts, we established the Environmental, Social and Governance Committee (hereinafter referred to as ESG Committee) under the Board of Directors in December 2019 to support sustainable development and the long-term growth of the Company. At present, the Company's ESG structure is as follows:



The Company released the *Rules of Procedure of the Environmental, Social and Governance Committee*⁵ (the "Rules") during the reporting period to institutionalize and standardize its ESG work by clarifying the composition, rules of procedure, responsibilities and permissions, and authorization and rights of the ESG Committee. In accordance with the Rules, we have further optimized our ESG performance, strengthened ESG management, and improved ESG employee awareness during the reporting period.



WuXi AppTec links ESG-related performance indicators with the performance appraisal and remuneration of the management team. In line with the *WuXi AppTec Reward and Punishment Management Policies*, the *WuXi AppTec Compliance and Anti-Corruption Incentive Fund Policy*, and the *EHS Reward and Punishment Regulations*, the Company develops incentives based on the annual results of the assessment. WuXi AppTec will continue to incorporate ESG management into its corporate culture and management concept.



ESG-related performance indicators



⁵ Please refer to <https://esg.wuxiapptec.com/>

As of the date of the report release, the ESG Committee consisted of:



Stakeholder Identification and Communication

The expectations of stakeholders were an important factor in formulating our ESG strategy and optimizing ESG management. We identified specific areas of action based on the Company's businesses and operations, and with reference to the industry experience and practice, we identified our key stakeholders including members of the Board of Directors, employees, shareholders and investors, the government and regulators, suppliers, customers, partners, and the general public.


We value a system of regular communication with stakeholders. In our daily operations and through inquires, we actively communicate with stakeholders to listen and respond to their needs. During the reporting period, we developed and adjusted relevant

measures through frequent communication with stakeholders, including online and offline meetings and face-to-face interactions, interviews, opinion surveys, and organization visits to listen to their insights and suggestions.

Category	Stakeholders	Issues of Concern	Communication Channels
Members of the Board of Directors	Members of the Board of Directors	ESG governance Risk management Product and service quality Industrial development and win-win cooperation	The Board of Directors and ESG Committee meetings
Employees	The Company's employees	Cultivation and retention of talent Rights and welfare of employees Occupational health and safety Diversity and equality	Policy releases Management meetings and employee meetings Internal online communication platform Employee training Employee activities Employee management committee
Shareholders and Investors	Investors and institutions that invest in the Company's equity and debt	ESG governance Risk management Technology and innovation	Shareholders' meeting Information disclosure Roadshows
Government and Regulators	Ministries, local government, CSRC, agencies in market supervision, emergency management, ecological environment, taxation, customs, etc.	Emission management Community and public welfare Business ethics and anti-corruption	Organization visits Official document exchange Policy implementation Information disclosure
Suppliers	Suppliers of raw materials (such as experimental reagents) and equipment	Management in supply chain	Supplier assessment Supplier communication and training
Customers	Corporations, start-ups, research institutions, scientists, entrepreneurs, hospitals and doctors in the healthcare industry	Intellectual property protection Business information security Quality of products and services Business ethics and anti-corruption Responsible marketing ESG management in supply chain	Customer audits Technology seminars Customer service hotline Customer satisfaction surveys
Partners	Industry associations	Industry development and win-win cooperation	Routine communication and visits Industrial forums
Local Communities and the General Public	The community where the operation is located, non-governmental organizations, social groups, media, etc.	Community and public engagement	Volunteer service Community events Visits and interviews

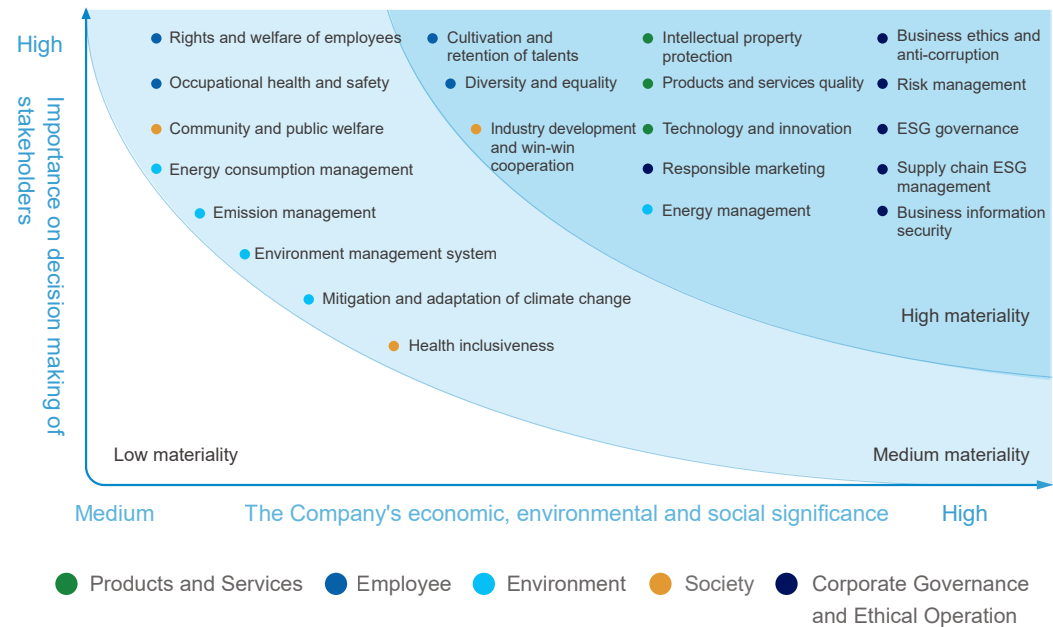
To better communicate with investors, we regularly update materials, such as quarterly financial reports, and post those updates to our website. We also developed the *WuXi AppTec Information Disclosure Policy* to ensure that investors can easily access public information about the Company in a fair and timely manner. In 2020, we organized 406 investor meetings, conference calls, and roadshows. The Company's investor relations team was recognized for its exceptional performance:

- Shanghai Securities News IRM Award 2020
- Best Leadership Enterprise of Frost & Sullivan⁶ Biotechnology Enterprises of the Year 2020
- WIND⁷ Top 50 Most Popular Listed Companies
- WIND Biopharmaceutical Industry Top 5
- Best IR Team in the Golden Hong Kong Stocks Awards⁸



Analysis of Material Issues

In accordance with the *Environmental, Social and Governance Reporting Guidelines* published by the HKEx and the *GRI Standards*, and in consideration of the assessment of potential issues by internal and external stakeholders as well as WuXi AppTec's business characteristics, we identified and summarized 21 material issues pertaining to social responsibility using peer benchmarking and consultations with experts. Based on the concerns and expectations of management, we have prioritized these 21 issues to form a matrix of material issues.



The Report will respond to and disclose material topics and focus on the issues outlined in the above matrix.

⁶ Frost & Sullivan: A global market research and industry database publishing company

⁷ WIND: Wind Information Technology Co., Ltd., a financial data, information, and software service enterprise in Mainland China

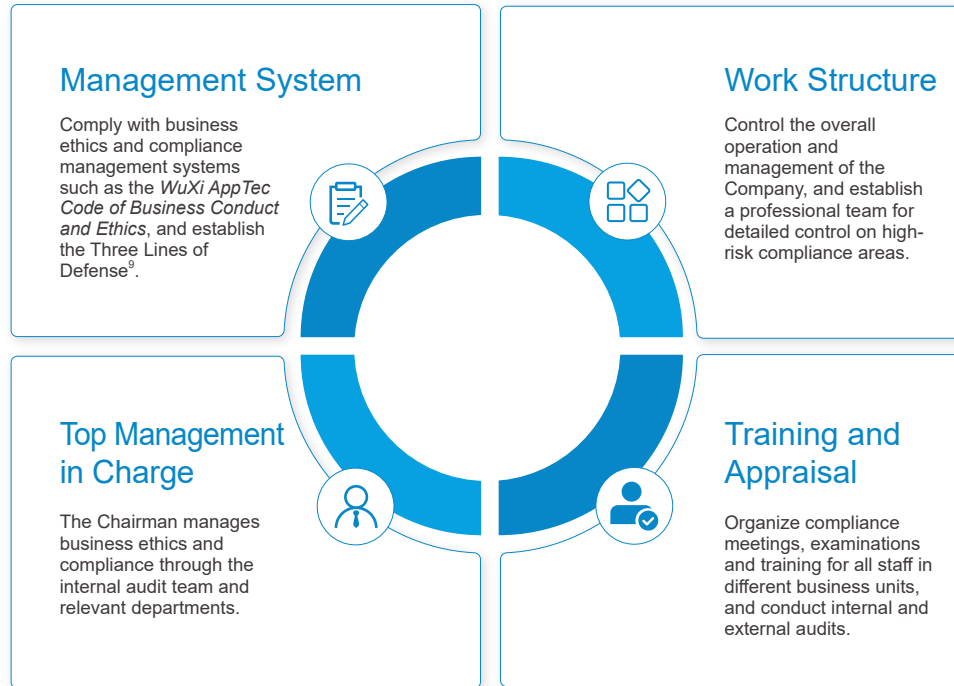
⁸ The Golden Hong Kong Stock Award was co-organized by leading information platform ZhiTong CaiJing and Hithink RoyalFlush Information Network Co., Ltd., aiming to tap outstanding listed companies in each segment. 2020 marks the fifth year of the Golden Hong Kong Stock Awards



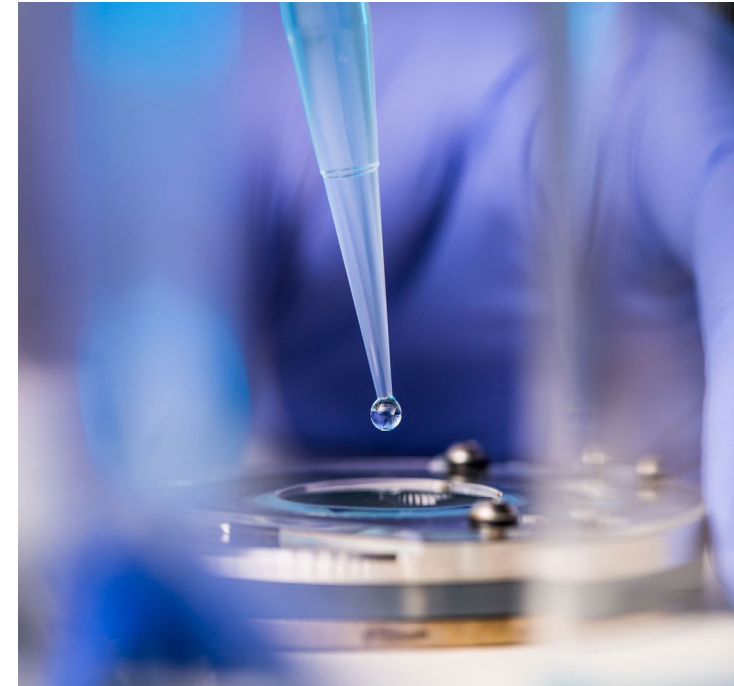
Operational Integrity
Responsible Marketing
Business Information Protection
Ethics for Clinical Trials
Animal Welfare

Responsible Operations

WuXi AppTec believes that growing responsibly as a company is dependent on compliance with all laws and regulations and on staying true to the Company's core values. The Company upholds the principle of integrity, strictly follows professional ethics, develops sound systems of internal risk management and business behavior management, and carries out business ethics management in the areas of operational integrity, responsible marketing, business information protection, clinical ethics, and animal welfare, among other areas, in order to strive for transparency and safety.



WuXi AppTec Business Ethics Management Mode



Operational Integrity

Upholding the Company's commitment to sustainable development and adhering to the business values of transparency, loyalty, fairness, integrity, mutual respect and honesty, WuXi AppTec maintains the highest ethical and professional standards when interacting with all stakeholders, including, but not limited to Directors, employees, shareholders and investors, government and regulators, suppliers, customers, partners, community and the public.

WuXi AppTec strictly abides by all relevant, applicable laws and regulations where

it operates, including the *Criminal Law of the People's Republic of China*, the *Company Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China* and the *Law of the Peoples Republic of China on Donations for Public Welfare Undertakings* in China and the *Foreign Corrupt Practices Act* in the U.S. The Company has also created policies and systems to guide operations with integrity, such as the *Code of Business Conduct and Ethics*,¹⁰ the *WuXi AppTec Anti-Corruption Policy*, the *Reporting and Investigation Policy*, the *Compliance Guidelines*, the *Guidelines of the Compliance and Anti-Corruption Award Fund*, etc. These policies

guide the actions of the Company and its employees to avoid corruption and bribery, money laundering, monopoly and unfair competition, insider trading, and conflicts of interest.

During the reporting period, WuXi AppTec conducted regular training sessions and assessments of business ethics compliance for employees, management, and Directors, in an effort to engrain the concept of business ethics compliance into the mindset of all employees.

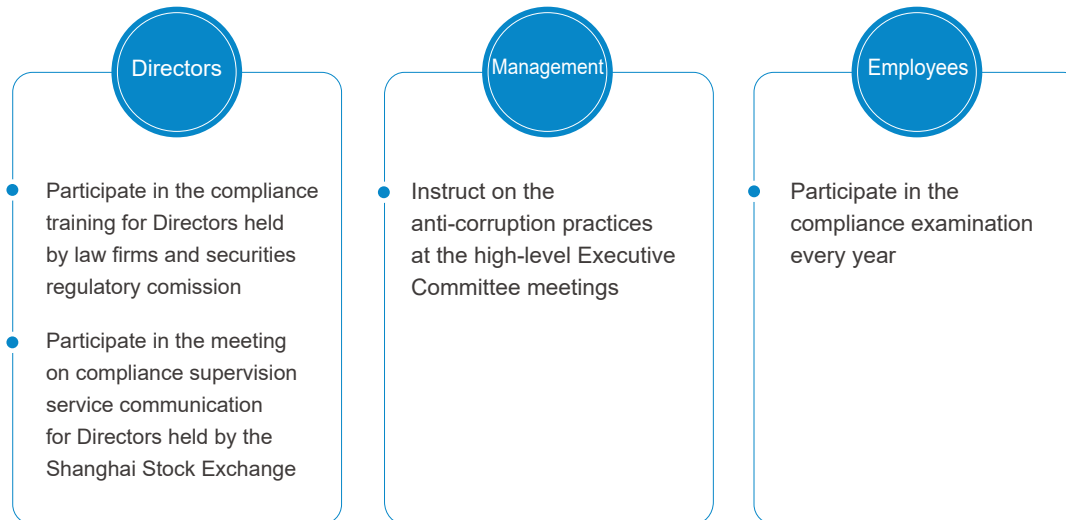
⁹ Three lines of defense: supervised by the front line, balanced by the departmental position and monitored by the supervision department

¹⁰ Please refer to <https://esg.wuxiapptec.com/>



During the reporting period, employees and Directors of the Company received training on business ethics and anti-corruption as follows:

Index	Unit	2020
Percentage of members on the Board of Directors who completed anti-corruption training	%	100
Number of anti-corruption training sessions conducted for Directors	-	1
Hours of anti-corruption training per Director	Hours	1
Percentage of employees who completed annual training on business ethics and anti-corruption	%	100
Hours of training on business ethics and anti-corruption per employee	Hours	0.8



According to the *Internal Audit Policy*, the *Engineering Audit Policy* and the internal management policies of different business teams, WuXi AppTec has identified issues and strengthened measures through self-assessments and reporting, internal audit and rectification, and system iteration, as well as risk-oriented audit. The Company is also audited annually by third parties to strictly control compliance risks.

The Company carries out anti-corruption and anti-fraud audits every year, and the annual audit scope includes the Company and its subsidiaries. During the reporting period, we conducted or received a total of 59 audits on ethical standards, including 40 from the Internal Audit Department, 4 supply chain risk control audits and 15 audits from our customers and regulators.

Reporting Channels

WuXi AppTec is committed to coordinating internal and external efforts to supervise the compliance and implementation of business ethics and to create an atmosphere of integrity. The Company has formulated its *WuXi AppTec Report and Investigation Policy*, which clearly defines reporting requirements, the reporting scope, and the investigation process. Every employee has the right to file a report, including anonymously via email, telephone, or website. Employees are encouraged to provide information on acts of misconduct such as accepting, committing or demanding bribes, or receiving kickbacks or gifts that fail to meet the compliance requirements. Employees who report information on corruption occurrences are rewarded if the violation is verified.

Global Reporting email: InternalAudit@wuxiapptec.com

Global Reporting Website: jubao.wuxiapptec.com



Chinese Resources

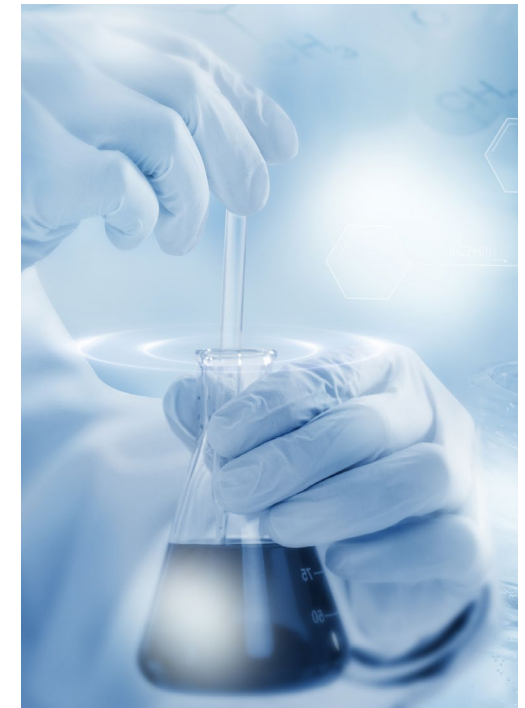
- The leader of the organization, department or business department;
- Human Resources business partners;
- Internal audit department;
- Hotline: 86-400-820-6869;
- DingTalk App: "compliance report" section.



English Resources

- The leader of the organization, department or business department;
- Human Resources business partners;
- Vice President of Human Resources;
- Executive Director of finance department;
- Legal adviser (U.S.);
- Hotline: 1-877-342-0109 (In Touch ethics hotline).

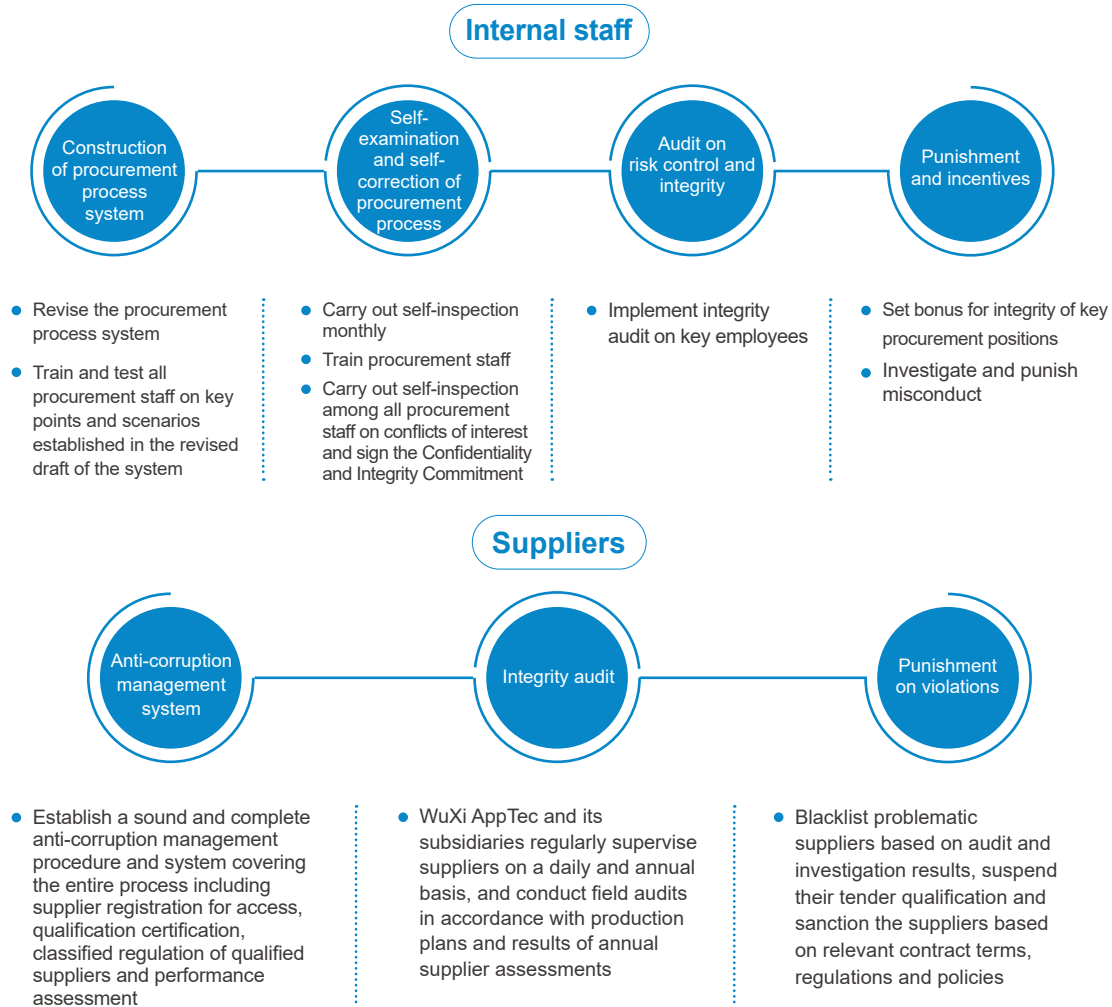
WuXi AppTec protects whistle-blowers to the fullest extent from unfair treatment and retaliation. The identity and reporting content of internal employees, external suppliers and other partners who make the report is restricted only to investigators. We also prohibit investigators from disclosing any such information or retaliating against whistle-blowers. If any information leak is identified, we immediately investigate and handle the incident in accordance with rules and regulations.



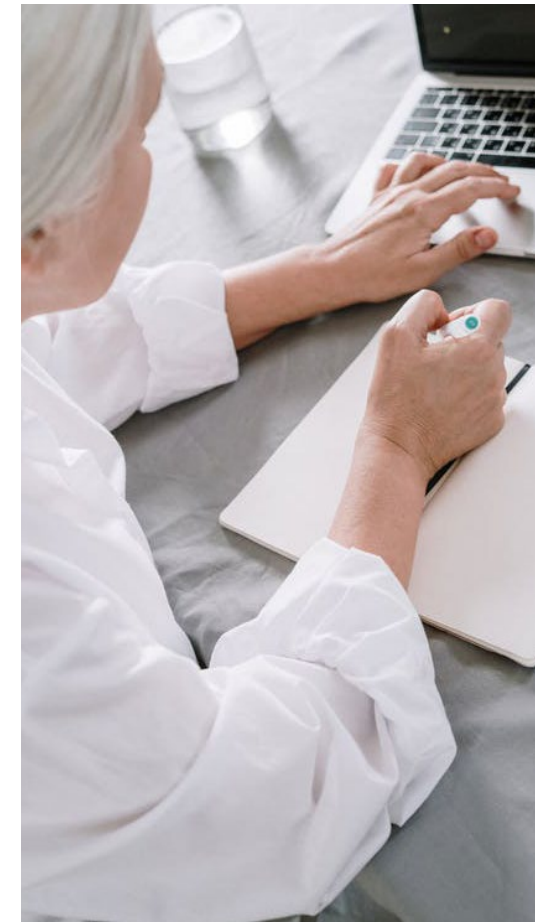
Main Reporting Channels

Supply Chain Anti-corruption Efforts

WuXi AppTec attaches great importance to the business ethics and compliance management of its supply chain. The Company has set up a supply chain risk control team to strictly manage procurement personnel and suppliers in line with the Company's systems and documents such as the *Supplier Code of Conduct*, the *Management Guidelines for Supply Chain Procurement Policy and Procedures* and the *Letter of Commitment on Integrity and Compliance by Suppliers*.



During the reporting period, WuXi AppTec enhanced its supply chain anti-corruption measures by developing related policies before the occurrence and conducting whole-process supervision during the occurrence. Incidences of corruption exposed during self-assessment decreased by approximately 4%. During the reporting period, the Company saw no lawsuits regarding corruption or unfair competition.



Responsible Marketing

Marketing activities in any form carried out by WuXi AppTec are strictly in line with the applicable legal requirements and industry standards in all places in which the Company operates, such as the *Advertising Law of the People's Republic of China*, the *Federal Trade Commission Act*, the *Truth in Advertising Act* in the U.S., and the *General Data Protection Regulation (GDPR)* in the European Union. The Company has established internal policies regarding marketing, advertising and sales, such as the *Responsible Marketing Policy*¹¹, the *External Communication Policy*, the *Guidelines on Marketing Activities* and the *Guidelines on WuXi AppTec Live Studio Management*, stipulating that all marketing content and forms need to be audited by the Company for compliance and appropriateness. It is strictly prohibited to exaggerate or falsify marketing activity content. While ensuring the accuracy, transparency, and timeliness of information provided, we also actively integrate elements of environmental protection and social responsibility into the information and fully protect customers' privacy when communicating and disseminating information.

In order to standardize the Company's external communication and ensure an accurate and unified brand image, the Company regularly conducts responsible marketing system training for all employees to ensure that they fully understand and are familiar with responsible marketing requirements. During the reporting period, WuXi AppTec held brand compliance online trainings and examinations three times for senior executives and marketing personnel. The training covered basic principles in external communication, public speaking and marketing activities, VI¹² policy,

media communication policy, social media operations policy and guidelines for employees' personal social media usage, etc. These trainings ensure that employees are familiar with and comply with the Company's policies so as to standardize relevant brand content in business activities and jointly safeguard the Company's brand and reputation.

Index	Unit	2020
Number of the personnel covered by brand compliance training	Persons	270
Hours of brand compliance training	Hours	442

In order to guarantee the implementation of responsible marketing within the Company, we established a channel to report violations of our responsible marketing policies. If any potential violations against relevant laws and regulations, industry standards, or the Company's policies are found in marketing contents or methods, parties

including employees, customers, suppliers, or other third-party institutions of the Company can report or complain through channels such as complaint hotlines or via email. Once verified, the violations will be dealt with in accordance with the Company's *Customer Complaint Management Guidelines*.



Hotline: +86 21 2066-3734 (Global)
400-820-0985 (Mainland China)
857-413-2800 (U.S.)



Email: wuxiconcierge@wuxiapptec.com (Global)

During the reporting period, there were no administrative penalties or lawsuits arising from marketing irregularities of the Company.

¹¹ Please refer to <https://esg.wuxiapptec.com/>

¹² VI: Visual Identity, the visual branding standards of the Company

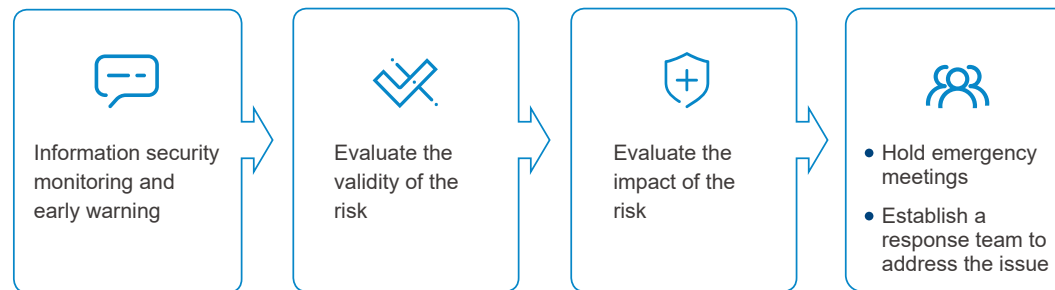
Business Information Protection

As an efficient research and development service provider, protecting information security, trade secrets and intellectual property rights of the Company and customers is the core operating principle of WuXi AppTec. Since its establishment, WuXi AppTec has placed a high value on data security and business information protection. The Company has implemented strict internal management processes and maintained an exceptional track record of ensuring data and information security, including protecting and keeping confidential trade secrets.

WuXi AppTec established a management system for business information security and protection through such policies as the *WuXi AppTec Employee Information Security Policy*, the *WuXi AppTec IT Account Authority Policy*, and the *WuXi AppTec IT Office Configuration Service Policy*, which help to standardize the information security systems of our global companies. In China, the Company has set up a management system for

the security and protection of commercial information by the *Basic Requirements for IT Information Security Management*, the *IT System Training Management Rules*, the *Information Security Incident Management Rules*, and the *IT Information Security Risk Assessment Management Rules*. Additionally, WuXi AppTec carries out information management at each of the Company's offices and R&D sites through provisions such as the *Management System of Access Cards and Keys* and the *Regulations on the Access Control of Personnel and Vehicles in the Parks*.

WuXi AppTec has established a set of information security monitoring and management systems aimed at identifying and rectifying all potential information security risks. The Company divides the identified information security risks into five levels and incorporates risk management measures depending on consequences and impact at each level.



Information Security Risk Management Process

With the help of its strong and comprehensive corporate management system, WuXi AppTec uses commercial information in line with relevant customer privacy policy and privacy protection regulations as well as industry policies around the world. The Company protects corporate trade secrets and personal identification information (PII) through anonymization. The *WuXi*

AppTec Trade Secrets Compliance Management Policy regulates the compliance management strategies and requirements of commercial secrets, and ranks them according to their importance, ensuring compliance with requirements pertaining to trade secrets from the perspectives of information, personnel, physical areas and carriers relating to trade secrets.



Cyber Security

- In order to protect the intellectual property rights of customers, WuXi AppTec has standardized employee protocols and procedures of all employees regarding data and business information protection, computer use, software strategies, account passwords and permissions, virus prevention, use of portable storage devices, network use, internet specifications, emails, security training and examination, inspections, audits and rewards and punishments, etc.
- WuXi AppTec has defended and protected its network, systems and assets at multiple levels, carried out real-time operations against security threats, and established an advanced emergency response system for potential security incidents.
- WuXi AppTec obtains evaluation and penetration capabilities for online systems and networks, and regularly invites professional partners to conduct third-party penetration tests to ensure the safe operation of the systems and the security of the network environment.

Entity Security

- WuXi AppTec clearly divides access permissions into different levels according to the classified levels of offices and R&D sites, and specific to the scope of the individuals' needed access.
- The Company makes detailed regulations on documents and waste paper management.
- The *Confidential Disclosure Agreement* is signed before communication with customers or potential customers to ensure that proprietary information is protected prior to cooperation.

Information Security Training

- WuXi AppTec has a standardized the training process and system, and clarified training participants and the relevant requirements. All employees are required to participate in the training and pass the examination on compliance and information security every year.
- The Company enhanced employees' awareness of information security through various channels such as talent activities and e-learning platform.

Reporting and Supervision

- WuXi AppTec proactively identifies potential risks, conducts regular internal audits, and conducts information security audit at customers' request regarding data security, data center management and general control processes to keep risks manageable.
- WuXi AppTec has established complaint reporting channels regarding network information security, and all employees can call or send an email to relevant departments for information security matters.
- Hotline: 400-920-0309
- Email: itsecurity@wuxiapptec.com

Cloud Service Supplier Selection

- At the request of the Company, suppliers are required to fill in the *Supplier Information Security Evaluation Form*, and submit qualification certificates and certification reports, such as SOC1/SOC2, ISO 27001 certification¹³, etc. WuXi AppTec evaluates the suppliers based on the submitted materials and requires suppliers which failed to meet the safety standards of the Company to correct the problems.

Post-investment Information Security Strategy

- All enterprises acquired by WuXi AppTec globally are required to comply with WuXi AppTec's information security system to ensure the comprehensive protection of trade secrets.

Administrative Measures for Business Information Protection

¹³ SOC: Verification of System and Organization Controls. SOC1 mainly focuses on internal control activities related to enterprise financial reports, while SOC2 pays more attention to internal control activities related to security, processing integrity, availability and confidentiality
ISO 27001: Certification of information security management system



During the reporting period, WuXi Clinical, a subsidiary of WuXi AppTec, passed the ISO 27001 certification. WuXi AppTec plans to extend the coverage of ISO 27001 certification to the rest of its subsidiaries worldwide.

During the reporting period, WuXi AppTec has accepted and passed 14 IT audits of its customers without any major incidents of network security and business information leakage.

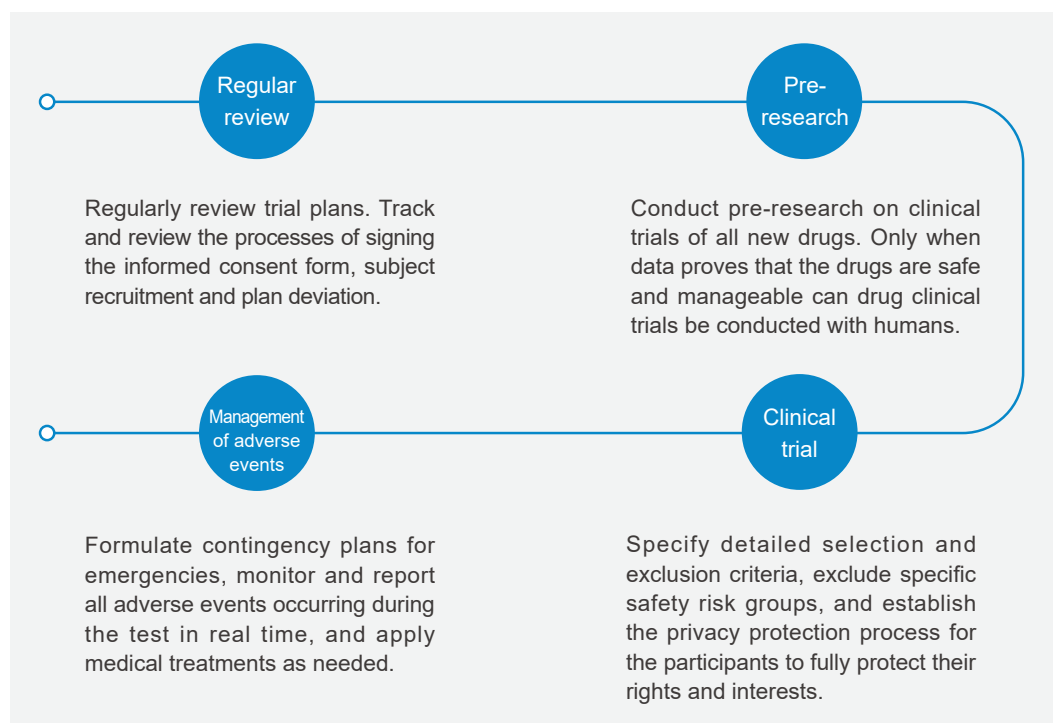
ISO 27001 Certification

Ethics for Clinical Trials

WuXi AppTec is committed to promoting the research and development of novel drugs for the benefit of global patients. The Company follows clinical trial management norms and ethical standards in all clinical trial projects. WuXi AppTec also expects its customers to follow the ethical standards and code of conduct formulated by regulators and industry associations when conducting scientific research.

In its clinical research, WuXi AppTec strictly abides by medical ethics principles, such as the *Declaration of Helsinki*, ICH¹⁴ GCP¹⁵, as well as ethical and moral requirements including the *Guidelines for the Development of the Ethics Review Committee for Clinical Research Involving Human Beings*, the *Ethical Examination Measures for Biomedical Research Involving Human Beings*, and the *Guidance for the Ethical Review of Pharmaceutical Clinical Trials*. The Company submits relevant materials for ethical review in strict accordance with the requirements of laws and regulations to protect the safety, rights and interests of the subjects. In line with global ethical standards, the Company arranges informed consent forms for the participants (*Develop and Review of Informed Consent Forms*), writes or amends clinical protocols (*Writing or Amending Clinical Protocols*), prepares and helps researchers submit ethical review materials (Prepare EC submission Package and Support EC submission), manages protocol deviations (*Management of Protocol Deviations*) to carry out clinical research, and propels the development of medical research.

The Company has taken various measures to ensure the safety, effectiveness and ethics of experimental drugs, new treatments, and surgical treatment technologies in order to protect the rights of each participant or patient.



During the reporting period, WuXi Clinical conducted 2 internal audits on the compliance, safety, effectiveness and ethics of its clinical trial system, accepted 11 audits at the request of customers, and accepted 4 audits from the National Medical Products Administration. No clinical quality or ethical issues were reported in WuXi Clinical.

¹⁴ ICH: The International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use

¹⁵ GCP: Good Clinical Practice

Animal Welfare

Laboratory animals used by WuXi AppTec during the reporting period generally include the following species: nonhuman primate, canine, swine, rabbit and rodent. The Company has obtained all necessary licenses for animal testing, including certifications from the International Committee for Assessment and Accreditation of Laboratory Animals (AAALAC International) and Public Health Service Animal Welfare Certification (PHS Animal Welfare Assurance) in the United States.

WuXi AppTec follows all animal welfare standards in the regions in which we operate, and advocates for responsible practices while promoting scientific progress. The Company strictly complies with all applicable national and regional standards for the management and use of experimental animals, including the *Regulations on the Administration of Experimental Animals* issued by the State Council of China, the *Administration Measures of Experimental Animals in Jiangsu Province* and the *Shanghai Administrative Measures of Experimental Animals*, GB 14925-2010¹⁶, GB/T 35892-2018¹⁷, as well as the U.S. *Animal Welfare Act*, the *Guide for the Care and Use of Laboratory Animals* issued by the Academic Research Committee of the National Academy of Sciences, the *Public Health Service Policy on Humane Care and Use of Laboratory Animals* and the *Guidelines for the Euthanasia of Animals 2020* in the U.S. WuXi AppTec is committed to conducting medical research in accordance with global standards for animal testing.

To comply with ethical standards and safeguard animal health and welfare, WuXi AppTec has established the Institutional Animal Care and Use Committee, formulated relevant guiding principles and established an experienced veterinary team.

To strengthen internal assessment, the Company has formulated the Animal Care and Use Plan, which is jointly maintained by the Institutional Official, the Institutional Animal Care and Use Committee, the veterinarian-in-charge and the employee in charge of animal tests.

Institutional Official

Accept the responsibility to handle ethical deviation in animal experiments

Institutional Animal Care and Use Committee

Continuously assess and monitor practices of animal care and use, including post-approval monitoring, and review of animal facilities and use plans

Veterinarian-in-charge/ the employee in charge of animal tests

Operate and manage specific non-clinical animal tests according to relevant test guidelines and specifications

Animal Care and Use Plan

The Company conducts animal welfare audits every year and the scope of these audits includes the Company and its subsidiaries. During the reporting period, WuXi AppTec was not cited for any violation of regulations related to animal testing.



¹⁶ GB 14925-2010: Laboratory Animal-Requirements of environment and housing facilities

¹⁷ GB/T 35892-2018: Guidelines for ethical review of laboratory animal welfare

Quality Management
Service Guarantee
R&D Innovation
Intellectual Property

Focus on Quality

WuXi AppTec is committed to ensuring the quality of products and services, enhancing the ability of service guarantees, continuously expanding the scale of research and development and production, introducing world-class technology, and actively safeguarding intellectual property rights. The Company believes that only by adhering to these principles can we better enable the global R&D and production of new drugs, accelerate the discovery and development of new drugs, and contribute to the global healthcare industry.

Quality Management

Quality Policy

WuXi AppTec's quality policy demonstrates the commitment of the Company to implementing and maintaining its quality system and providing customers with high value-added products and services.

WuXi AppTec Quality Commitment:

WuXi AppTec will provide quality, reliability and value in our products and services with a commitment to continuous improvement and meeting current regulations ensuring customer satisfaction.

- Dr. Ge Li, Chairman and CEO

Quality Control

From R&D to production, and from clinical stage to commercial stage, WuXi AppTec strictly abides by global quality and regulatory standards. The Company also deploys world-class testing equipment as well as laboratory management, testing and documenting systems that ensure data integrity and maintain the reliability of testing methods and the accuracy and completeness of testing data through its quality control system. In this way, WuXi AppTec ensures high quality products for patients.



Quality Assurance

WuXi AppTec has established a sound quality management system and set up the Quality Assurance Department and R&D Compliance Department to ensure effective quality management in every step of the life cycle of drugs, from R&D to production, from clinical to marketing and delisting.

The Company has successfully passed reviews by the National Medical Products Administration (NMPA), the Food and Drug Administration (FDA), and the GMP certificate issued by the EU. The Company has developed the *Quality Manual*, *Validation Manual* and more than 500 standard operating procedures to satisfy the highest cGMP requirements in the world, which assist in the approval of new drugs, ensure product quality, and benefit patients.



The Quality of the Design

The Company focuses on quality improvement throughout the entire life cycle of a product, including R&D and commercialization. In the process of research and development, the Company places a high value on the concept of quality from design. In the early stage before going commercial, a robust process is developed

by optimizing the process technology or synthesis route, thus identifying the key process parameters and key quality attributes. Through equipment validation and process validation, raw material quality control, process control and finished product quality control, the Company ensures the consistent production of quality products.

Quality Management Mode

In addition to routine quality control, the Company is also committed to using information technology to improve daily R&D and production operations and form

a company culture built around quality by integrating a "Quality First" mindset into employees' daily work routines.

Laboratory Management Assist Quality Control

Professional team work

- Analytical equipment management
- Method validation and transfer
- Analytical testing and sample management
- Data review and management

Advanced laboratory management

- Paperless and remote operation
- Electronic data audit
- Report templates and electronic signatures

Analytical software facilitates compliance

- LIMS, Empowder, ELN etc.
- Data integrity is guaranteed, and compliance risks are reduced

Unified quality control system at each base

- Shared analysis resources
- Mutual recognition analysis data
- One-stop CMC testing service

Operation Management Assisting Quality Management

The Company completed the non-polar control of liquid transfer through DCS automatic process control, ensured the accuracy of process temperature through TCU temperature control, and secured the controllability of the process through liquid level testing and automatic weighing.

WuXi AppTec used TrackWise to carry out deviation management, change management, audit CAPA management, document management, training management, etc. for continuous improvement of the quality system and product quality.

In May 2020, WuXi AppTec completed the Mosaic-EPM Integration Project. The project opened and connected the Mosaic system of compound management with the Company's project management system, so that the automation of compound warehousing and use was incorporated into the whole process of project management. As a result, the automatic notification of compound warehousing and automation of compound reservation were realized, which improved quality while optimizing the efficiency of project management.

Quality Training Enhancing Quality Culture



WuXi AppTec has strengthened quality culture from the bottom-up by carrying out various forms of quality training, competitions, quality improvement activities. We have helped employees focus on quality in their daily work, and organized special trainings every year that cover quality management, production control, material management, etc. lifting our employees' sense of responsibility in regard to quality.



WuXi AppTec provides multiple monthly training and practice opportunities for new employees.

WuXi AppTec provides quality training for senior employees annually.

WuXi AppTec provides quality themed activities for supervisors and technicians to be an expert.



WuXi AppTec appoints experienced managers to give online and offline lectures and uses e-learning platform to assign examinations and evaluate the effects of training.



Annual GMP Training for All Employees

The clinical flow testing business of the Oncology and Immunology Department has developed an automatic processing system of data reports. The system starts from the detection of multi-factor flow clinical research samples and has developed an automatic data processing and reporting path for later data processing based on database and VBA, which significantly improves the efficiency and accuracy of data issuance. The entire processing time of a single sample was cut from 12 hours to 8 hours. According to the detection of 300 samples, the data processing time is significantly reduced without error in reports, which ensures the reliability of clinical data.

Supplier Quality Management

WuXi AppTec has strict and clear requirements for supplier quality management. The Company evaluates and assesses the quality of new suppliers (by checking qualification certificates, questionnaires, audits, quality agreements, sample testing, etc.), and implements supplier

approval procedures. The Company only purchases, receives, releases, and uses products from approved suppliers. In addition, every year the Company reviews suppliers' performance and conducts essential supplier audits. Disqualifications are issued if deemed necessary.

Complaint and Recall

WuXi AppTec provides novel drug R&D and production services to customers in the global healthcare industry. The Company cooperates with customers to investigate and evaluate the quality of recalled drugs with potential safety hazards.

According to business specifications and customer requirements, the Company listed relevant terms in the *Quality Manual* regarding possible customer

feedback and complaints about quality issues and formulated the *Customer Complaint Management Guidelines* to provide a method for finding the underlying cause of the issue. The Company also established a process for fielding complaints in order to find and investigate possible product quality defects and strives to improve product quality by taking appropriate corrective and preventive measures.



The Company has established a process for receiving and handling product quality complaints to ensure continuous improvement of product quality. The Company has established an operation procedure, *Product Recall*, that standardizes the identification and reporting process of adverse drug reactions in order

to cooperate with customers (Marketing Authorization Holders, hereafter MAH) in a timely and effective way.

During the reporting period, there were no recalls of delivered products due to quality issues.



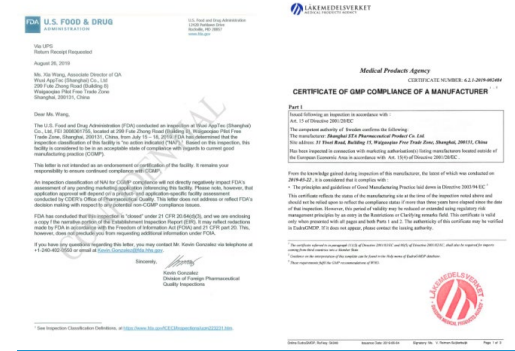
External Supervision

Quality is the lifeblood of WuXi AppTec. The Company is committed to comprehensive action to ensure the quality of our products and services through both internal actions as well as checks by stakeholders. WuXi AppTec regularly conducts internal audits and is subject to customer audits and inspections by external agencies.

The Company conducts an internal audit on key quality departments such as production, engineering, warehouse and QC in line with the internal audit process. During the reporting period, the Company identified no items that

impacted product quality. The Company also accepts customer audits and assists in that process. The Company's subsidiary STA receives nearly 200 audits from global customers every year with no critical and no major findings during the reporting period.

As a global company, the Company is also subject to inspection by regulators in different countries and regions. For instance, STA has passed investigations by NMPA, FDA, PMDA (Pharmaceuticals and Medical Devices Agency) in Japan and EMA (the European Medicines Agency).



Examples of certificates obtained by STA



WuXi AppTec provides industry-leading products and quality services to its global partners and actively carries out quality-related system certifications. During the reporting period, WuXi AppTec obtained many quality-related system certifications. Some are as follows:

Certification	Examples of sites the business operates
ISO 9001 Quality Management System	Wuhan, Hubei Province, China Tianjin, China Shanghai, China
ISO 13485 Medical Device Quality Management System	St. Paul, Minnesota, USA
ISO/IEC 17025 General Requirements for the Competence of Testing and Calibration Laboratories	St. Paul, Minnesota, USA Atlanta, Georgia, USA Philadelphia, Pennsylvania, USA
GMP Certification ¹⁸	St. Paul, Minnesota, USA Atlanta, Georgia, USA Philadelphia, Pennsylvania, USA Shanghai, China Changzhou, Jiangsu Province, China Wuxi, Jiangsu Province, China
GLP Certification	Shanghai, China Suzhou, Jiangsu Province, China Plainsboro, New Jersey, USA St Paul, Minnesota, USA
ISTA Certification	Atlanta, Georgia, USA
CNAS Certification ¹⁹	Shanghai, China Suzhou, Jiangsu Province, China
CAP Certification ²⁰	Shanghai, China

Due to the Company's proactive measures, its quality management has been highly recognized by the industry. In 2020, STA won all six CMO Leadership Awards presented by Outsourced Pharma and Life Science Leader, demonstrating strong recognition from the industry of the quality, expertise, capability, reliability, compatibility and service overall of the Company.



¹⁸ GLP: Good Laboratory Practice, a basic principle that the preclinical study of drugs must follow

¹⁹ CNAS (China National Accreditation Service for Conformity Assessment) is the national accreditation body responsible for the accreditation of certification bodies, laboratories and inspection bodies, which is established under the approval of the Certification and Accreditation Administration of the Peoples Republic of China (CNCA) and authorized by CNCA

²⁰ CAP certification refers to the accreditation of clinical laboratories by the American Pathology Society

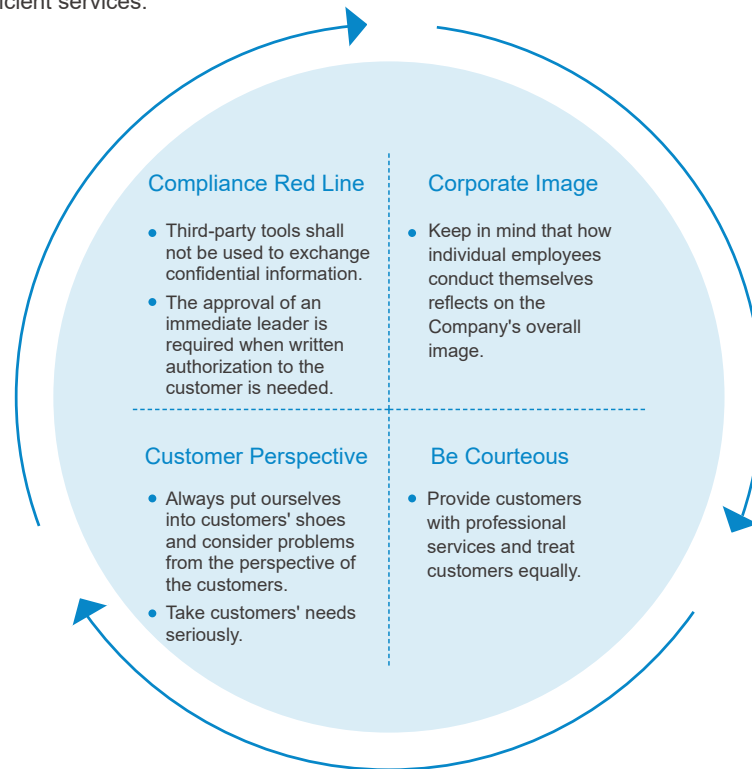
Service Guarantee

WuXi AppTec values being customer-focused and helps customers improve their R&D efficiency through cost-effective and efficient R&D services. The Company sticks to its business model, which offers services targeting customer development. The Company also strives to build a high-quality global enabling platform by improving service standards and quality. During the reporting period, while acquiring new customers, the Company retained existing customers by providing high-quality and efficient services.

Service Promotion

WuXi AppTec has formulated management policies regarding customer service, such as the *Regulations on Customer Service*, to regulate communications between employees and customers. The Company incorporated "Put Customers First" into the employees' code of conduct as one of the measurements of employee performance appraisal. The Company also held trainings on customer reception and informed our employees about the basic principles of customer service.

WuXi AppTec's subsidiaries have established standards for customer satisfaction, such as the *Policy on Customer Satisfaction in Visiting Reception* based on internal assessments, aimed at improving service awareness and ensuring good communication with customers, so as to enhance customer satisfaction. In 2020, STA issued questionnaires to collect customer feedback. During the reporting period, 270 questionnaires were collected with a 90% response rate. The percentage of very satisfactory responses reached 98%, exceeding the Company's goal of 92%.



Design questionnaires

- The questionnaire should cover feedback on the timeliness and effectiveness of communication with customers, transportation arrangements, and service delivery.
- The questionnaire is sent online and offline.

Send questionnaires and collect results

- The questionnaire should be sent to customers immediately after their visit.
- The link of the questionnaire should be sent to customers within 48 hours after their visit.

Analyse results and improve

- Problems raised by customers should be categorized and followed up on.
- Investigation results should be sent back to customers within 1-2 working days.

Service Complaints

The Company provides smooth channels for customer communication and complaints and values customer feedback to ensure that their needs are being met. The Company has formulated management procedures for customer service complaints, standardized complaint handling and feedback mechanisms, and adopted appropriate methods for continuously improving customer service. During the reporting period, the Company promptly and properly settled 100% of all the feedback and complaints from customers about our products and services.

Service Complaint Channels:

Hotline

- 400-820-0985 (Mainland China)
- 857-413-2800 (U.S.)
- +86 (21) 2066-3734 (Global)

Email

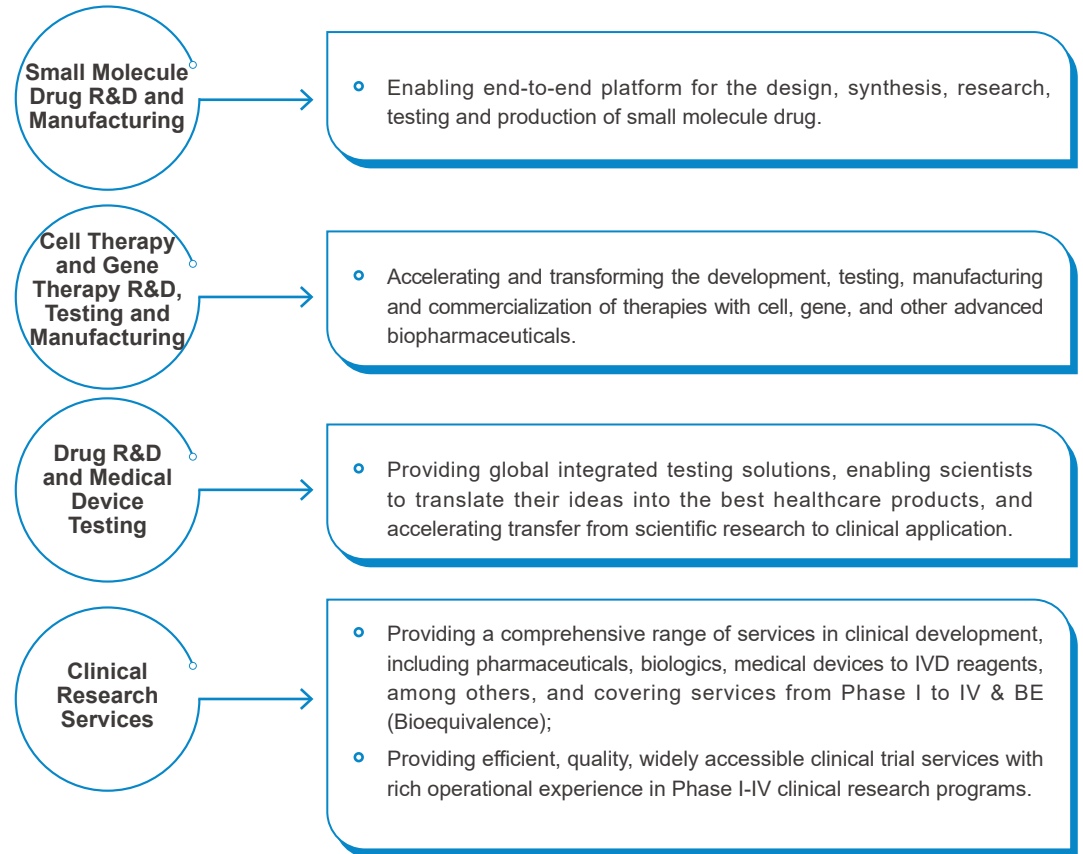
- wuxiconcierge@wuxiapptec.com (Global)

R&D Innovation

Through our innovative platform, WuXi AppTec enables our partners to realize their R&D potential, benefiting patients and the industry globally. This is an important way in which WuXi AppTec contributes to the pharmaceutical and healthcare industry.

As a global enabling platform, WuXi AppTec deploys integrated services from R&D to production centered on active pharmaceutical ingredients (API) and preparations. Prioritizing R&D, the Company enables its customers to improve their R&D efficiency. We are

well-equipped to provide R&D and testing services for small molecule drug R&D and production, as well as cell therapy and gene therapy, and medical device testing, among other initiatives.



After twenty years of growth, the Company has grown to include teams extensively experienced in the field of biomedical R&D. As of December 31, 2020, the Company had more than 21,000 researchers working in R&D locations across 29 operational sites worldwide. We have also built an integrated, end-to-end enabling platform with

a focus on digital transformation and innovation. Through our open-access capabilities and technology platform, we offer high quality R&D services, reducing costs and improving efficiency to expedite the discovery and development of new drugs and help customers and partners achieve their goals.

With a keen eye on the difficulties and pain points of the healthcare industry, WuXi AppTec deploys R&D resources to benefit patients. Notable achievements during the reporting period include:



Gene therapy is one of the most promising treatment options for inherited ophthalmological diseases. WuXi AppTec has developed an integrated analytical and service platform for pre-clinical ophthalmological medicine evaluation.



To address difficulties in the development of insoluble molecules, WuXi AppTec has created an integrated stabilizing technology platform to improve the bioavailability of drug molecule candidates, serving as a one-stop preparations solution for the insoluble compound.



The oligonucleotide is an important substances for regulating defective genes. WuXi AppTec has established the oligonucleotide R&D and production platform to enable global customers with one-stop services from pre-clinical BPC development to commercial production, and to expedite the delivery of more innovative therapies.

The Company strives for excellence and continuous innovation. During the reporting period, WuXi AppTec has been widely recognized and acclaimed for its outstanding performance and R&D innovation.

Intellectual Property

Intellectual property (IP) is a key part of our customers' success and competitiveness, and integrity and dedication remain the cornerstones of the Company. The Company seeks to apply the best industry practices to all operational sites worldwide through a comprehensive intellectual property management system and infringement liability system.

The Company has formulated the *Intellectual Property Handbook* and the *Regulations on Knowledge-related Risk Management and Dispute Settlement* to clarify the scope of protection and management of various intellectual property rights. We have also established the Office of Intellectual Property Rights (OIPR), an intellectual property management organization tasked to coordinate multiple functional departments such as the Legal Affairs Department, and organize intellectual property management both internally and externally.



Main Management Scope of OIPR

During the reporting period, WXAT Shanghai has obtained the GB/T 29490 certification for intellectual property management systems.





In order to ensure the protection of other companies IP, the Company established an intellectual property warning mechanism that monitors the Company's self-developed projects or products that may involve the intellectual property of others in order to prepare for or implement countermeasures.

During the reporting period, the Company was not involved in any lawsuits regarding intellectual property.

Timely Discovery

- Learn about product patents and technology developments of our major competitors
- Report promptly and investigate any potential infringement of the Company's intellectual property rights

Lawful Protections

- Proper administrative and judicial means shall be used to protect the Company's intellectual property rights. The process shall be recorded

Mitigating Impact

- Choose the appropriate dispute settling solutions by evaluating the impact of litigation, arbitration, and reconciliation when dealing with such disputes

Intellectual Property Management



Employee Hiring and Diversity
Benefits and Care
Talent Development
Occupational Health and Safety

Talent Focus

The Company values talented individuals who are aspirational, driven and have a passion to learn and to create value. We recruit and hire based on an individual's qualifications and in compliance with all relevant laws and regulations. We endeavor to create a healthy, safe, inclusive, and dynamic work environment that supports employees through work-related training and fosters career development.

Employee Hiring and Diversity

As a platform that enables novel drug R&D and innovation, WuXi AppTec recruits a diverse talent pool to realize our vision that "every drug can be made and every disease can be treated."

WuXi AppTec partners with schools to develop programs that expose students to science, sparking interest in technical fields and, ultimately, growing the talent pool for companies like WuXi AppTec to hire from in the years to come.



Talent Community

- WuXi AppTec maintains a database of talents covering fresh and former university graduates. In 2020, more than 2,800 candidates were matched with relevant positions.



Educational Partnerships

- We have formed close partnerships with universities across the world to support young adults as they begin their careers. As of the end of the reporting period, we have signed internship agreements with dozens of universities in Asia. At the end of the internship, outstanding interns are offered a job at the Company. For outreach to younger students, in 2020, we expanded and enhanced programs, including the virtual Future Star Chemistry Youth Camp and the WXAT-PKU 2020 Chemistry Geek Youth Camp, reaching over 1,700 students.



The Company's hiring practices strictly adhere to the laws and regulations of the areas in which WuXi AppTec operates such as the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the Peoples Republic of China*, the *Employment Promotion Law of the People's Republic of China*, the *Special Provisions on the Labor Protection of Female Employees*, and the *Law of the People's Republic of China on the Protection of Minors*, as well as that the places the operation located such as the *Uniformed Services Employment and Reemployment Rights Act*, *USERRA*, the *Employee Rights for Workers with Disabilities Paid at Special Minimum Wages*, *EPPA*, the *Pay Transparency Nondiscrimination Provision*, as well as the requirements of China's Ministry of Human Resources and Social Security, the U.S. Equal Employment Opportunity Commission and other regulatory agencies. Guided by the Regulations on the *Measures for the Administration of Employee Recruitment of the Company* and the *WuXi AppTec Employees Manual*, we have thorough compliance guidelines to ensure equitable treatment throughout the employment process. We prohibit the use of child or forced labor in any form. To avoid the use of child labor, we collect documents to verify the identity of new employees before entry to ensure that they have reached the legal age for employment. In the case of any non-compliance, we take timely measures, such as reporting to competent authorities or revoking the contract. Meanwhile, the Company regularly conducts labor audits to guarantee full compliance.

During the reporting period, 5,761 employees participated in the Company's human rights training, and there were no reported violations of employment laws and regulations.

Talent diversity drives sustainable corporate development. To facilitate the recruitment and retention of talent from diverse backgrounds and an inclusive, equal corporate culture, we created the *Employee Diversity Policy*²¹.

Recruitment: attracting talents with diversified backgrounds

- Recruit talent in an impartial and equal manner.
- No discrimination against any candidate on grounds of education background, religion, work experience, marital status, gender, or nationality (or race).

Talent Management: fostering a diverse and inclusive corporate culture

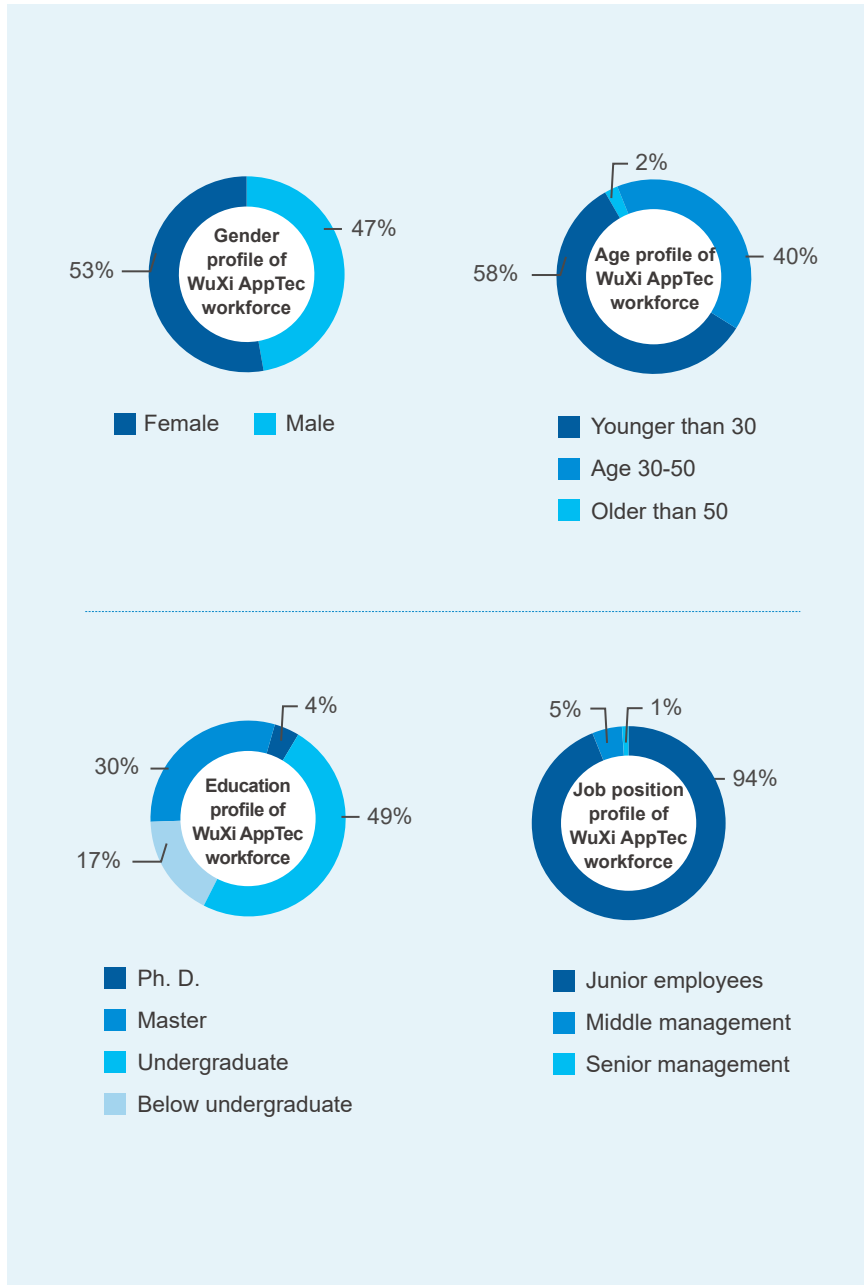
- Maintain an open, respectful, inclusive mindset. Value and listen to others' opinions. Eliminate unconscious discrimination and bias.
- Reinforce the importance of diversified culture through trainings.
- Retain employees by meeting or exceeding their expectations.
- Establish channels for feedback.

In the U.S., we founded the Company's Equal Employment Opportunity Commission, which develops and implements an action plan for equal rights each year to evaluate and optimize employment for people of different races, genders, and abilities, as well as veterans.

As of the end of 2020, we employed 26,411 employees, an increase of 21.46% over the prior year, including 24,633 employees in China and 1,778 employees in countries and regions outside of China. In terms of gender diversity, our workforce consisted of nearly 53% female employees. About 27.96% of senior management were women, while the average percentage of women in senior management over the past three years has been 26.88%. We had 142 employees from Hong Kong, Macao, Taiwan, and overseas, 656 from ethnic minorities, and 171 employees with disabilities working in the Mainland China.



²¹ Please refer to <https://esg.wuxiapptec.com/>



Talent Retention

WuXi AppTec places a strong emphasis on the ability to retain talent. As per the *Regulations on the Management of Employee Change and Dismissal*, the Company takes great care to understand employee turnover and to assess opportunities for continued improvement.



During the reporting period, the Company's overall employee turnover²² rate was 13.06%, and the voluntary turnover rate was 11.86%.

²² Turnover rate data does not include employee turnover during the probation period



Awards

As a result of our effective recruitment and management philosophy, as well WuXi AppTec's successful talent attraction and retention programs, the Company has won numerous employee relations awards during the reporting period, including China's Most Attractive Employers 2020, China Talent Management Mechanism Model Award 2020, and Employer Excellence of China 2020.

China's Most Attractive Employers 2020

- Among China's most attractive employers, we are ranked in the top 2 for Pharma and Healthcare students for the second consecutive year, and in the top 50 for Natural Science students, attributable to our distinguished brand influence.



TOP 2 OF INDUSTRY
PHARMA & HEALTHCARE

WuXi AppTec


China Talent Management Mechanism Model Award 2020

- We have impressed the expert reviewers with our integrated talent cultivation mechanism and won the China Talent Management Mechanism Model Award 2020.



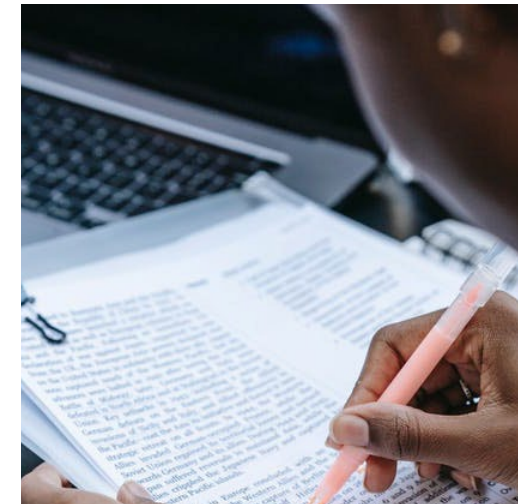
Employer Excellence of China 2020

- We have received the award of Employer Excellence of China for six consecutive years and the Excellence in HR Management Team of 2020 award.



Benefits and Care

WuXi AppTec has established a robust employee benefits and care system to support employees in and outside of the workplace. We also created the *WuXi AppTec Compensation and Benefits Management Policy* and the *Measures for the Administration of Attendance and Holiday of Employees*.



Salary

Performance bonus

Social insurance

Special bonus

Long-term incentives

Help Fund

Paid annual leave

Medical benefits

Staff activities

Holiday gifts

Transitional housing benefits

Lunch benefits

Free shuttle bus

Benefits for employees'
children



Compensation & Benefits

- **Long-term Incentives:** During the reporting period, the Company launched the 2020 WuXi AppTec H Share Award and Trust Scheme, covering over 2,400 outstanding managers and employees worldwide. It provided solid support for the long-term joint development of the Company and employees by better connecting the Company with key employees.
- **Help Fund:** The Company set up the Help Fund in China in 2006 to enable employees to help each other to overcome hardship and difficulties when they are in need. During the reporting period, the WuXi AppTec Help Fund assisted 5 employees and their families who were seriously ill with a total donation of RMB 728,900.
- **Transitional Housing Benefits:** In China, we provide one-month rent-free of transitional accommodation for all new employees as well as value-added services including an introduction to their neighborhood, renting recommendations, etc. The Waigaoqiao site in Shanghai, for example, accommodated 1,523 new employees during the reporting period.
- **Psychological Counseling:** During the COVID-19 pandemic, we provided psychological counseling for employees in Wuhan to help them cope with the negative mental health effects caused by the pandemic. We also invited professional psychological counselors to support our employees and engaged cognitive psychologists to teach the course the *Power of Positive Emotions*. In the US, we hosted virtual health conferences on mental health and stress management.
- **Supporting Female Employees:** We provide nursing rooms and host a series of events such as International Women's Day. During the reporting period, we celebrated International Women's Day online by providing an online course to reduce the risk of virus infection titled Cloud Female Classroom for Happiness.

Employee Holiday Benefits



To enhance cross-department cooperation, good-will, and to further mobilize employees, the Company organized special festival events and birthday activities during the reporting period. Employees were able to not only enjoy the activities but also form closer relationships with their colleagues.



Holiday Activities



Employee Birthday Activities



Employee Awards

WuXi AppTec continuously explores incentives in line with its global development strategy. Our shifting focus is from compensation to personal development and growth, the workplace environment, and participation in decision-making. We aim to ensure the fairness, efficiency and sustainability of incentives by sharing the benefits of development with employees, giving them a sense of fulfillment and inspiring them to contribute to the Company's growth.

The Company identifies annually the outstanding individuals and teams who uphold our corporate values, deliver excellent organizational performance, and drive innovative projects. Awards include the CEO Award, Outstanding Management Award, Outstanding Employee Award, Best Team Award, and Outstanding Team Award. These awards were created to show the Company's appreciation for employees' hard work and dedication.

Categories		Awards	Details
Annual Awards	Individual awards	CEO Award	The highest honor of the Company for excellent employees, managers and teams who uphold our corporate values, deliver excellent organizational performance, and drive innovative projects.
		Outstanding Management Award	
		Outstanding Employee Award	
	Team awards	Best Team Award	
		Outstanding Team Award	
Regular Incentives		WuXi AppTec Check	Provided to employees/teams as immediate incentives for exceptional work.
		WuXi AppTec Star of the Month	

Employee Communication

WuXi AppTec has established a robust communication channel to better meet employees' needs, making information more accessible and offering a mechanism to submit feedback or report concerns. A 24-hour online HR service is available for employees globally. The platform provides tailored support and on average, handles 500 questions daily.

During the reporting period, the Company conducted internal research to glean insight on employees' motivational factors, compensation and benefits, goals, promotion standards, and supervisory guidance in certain professional fields. More than 20 group seminars were held with 300 employees, resulting in over 400 thematic suggestions.



Work-life Balance

WuXi AppTec supports employees juggling both professional and personal responsibilities. For example, the Company provides extensive scheduled and unscheduled leave, such as marriage leave, funeral leave, maternity leave, sick leave and vacation.

Apart from the inspiring passion for work, the Company also advocates having fun during work. To enrich employees' lives, the Company has founded various Employee Clubs that organize an assortment of sports, entertainment events, and themed activities regularly.



Staff Activity

WuXi AppTec has multiple themed employee clubs such as table tennis, singing, board games, swimming, e-sports, badminton, dating and basketball to enrich employee's spare time.



Team Building

During the reporting period, WuXi AppTec organized team building activities, monthly birthday parties, etc., to improve the cohesion of our teams.



Family Day

During the reporting period, WuXi AppTec held Family Day activities for employees. The staff and their families were invited to tour our parks and laboratory buildings, and participate in group activities. Over 20 families/employees participated.



Talent Development

WuXi AppTec appreciates the value of career development and is committed to providing a clear career path for various fields, specifically for those employees engaged in synthesis, analysis, biology, chemical engineering, biopharmacy, preparations, production project/quality control and clinical work.

Performance Evaluation

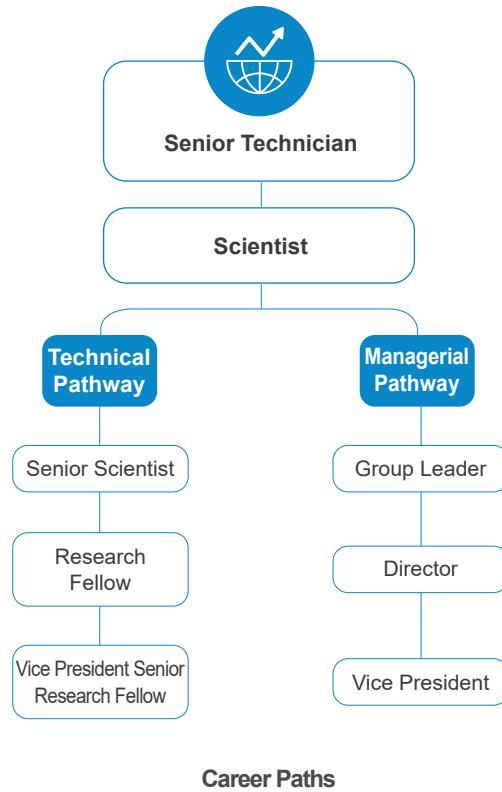
To realize the Company's strategic objectives, WuXi AppTec created the *WuXi AppTec Employee Performance Management Policy* as a guiding document, under which employees are evaluated based on both their performance and adherence to our core values. The document is intended to serve as an objective framework for assessing employees, placing an emphasis on employee contributions to organizational goals.

During the reporting period, we have regularly conducted performance and career development assessments for all employees.

Meanwhile, the Company has established a two-way communication platform between supervisors and employees to ensure fairness and to convey any employee objections to their performance review. If an employee has an objection, he/she can appeal to their superior or by contacting the human resources hotline.

Talent Promotion

To strengthen the Company's collective workforce and to facilitate talent identification, selection, appointment and development, the Company created the *WuXi AppTec Employee Promotion Management Policy*. By standardizing the dual route for managerial and technical professionals, employees can choose a suitable path in accordance with the Company's needs and the employee's strengths.



The Company has designed career paths and individualized promotion programs for each business/operation unit to support the rapid promotion of employees who have made outstanding contributions to the Company.

To ensure fairness and to foster transparency, the Company releases every promotion decision in advance. During the open period, employees who felt they were overlooked can apply for consideration or file a complaint.



Training System

WuXi AppTec has created training modules to develop employees' vocational, leadership and professional skills. Employee support, incentives and specific programs have been augmented to

further employees' education and skills, allowing employees in all positions to obtain the training required for their career and personal development. Due to this comprehensive training system, all of

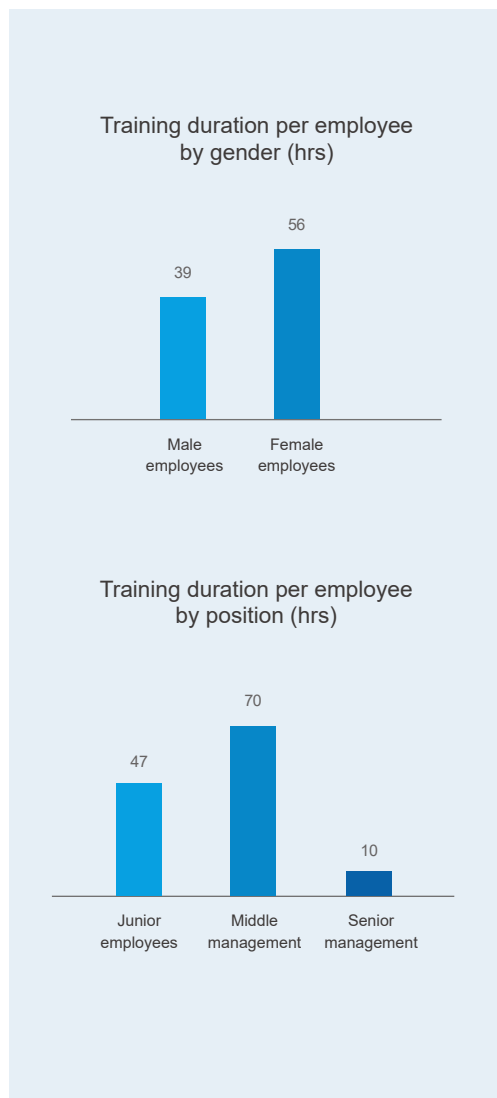
our employees, interns, contractors and employees' families can benefit from the Company's trainings and educational support.

Categories	Examples	Personnel	Content & Goal	Outcome during the reporting period
New Employee and Cultural Training	Orientation training	New employees	Courses such as cultural integration, human resource policy, safety and compliance management, and vocational soft skills have been incorporated to help new hires adapt to the corporate environment, learn corporate culture and values, and grasp workplace skills to meet working requirements. The assessment shall be conducted after training and only qualified employees can take their posts.	Available in multiple locations where the Company operates. During the pandemic, training was conducted via our e-learning platform. Courses include <i>Executive Face-to-face</i> , <i>Professional Soft Skills: Efficient Habits</i> ; facilitated 40 classes with more than 5,000 people total
	Coach / Buddy	New employees	After new hires start working, experienced employees provide guidance for 1.5-3 months to help them grasp the basic principles, operation skills, and norms to fit into the team and grow professionally.	Teams from each site design teaching objectives and content to guide new employees on the fundamental principles of the specific business units
Leadership Training	Management trainee program (Elite Program of International Discovery Service Unit (IDSU), Young Talent Elite Program, 108 Elite Program, etc.)	Specific newly hired talent with exceptional potential	18-month management trainee development program with a team of professional mentors. Thematic training provided on scientific research, customer communication, project management, team management, etc. to facilitate rapid growth.	To cultivate new hires recommended by the interviewers during campus recruitment or by supervisors after the first six months on the job
	Potential Leaders Development Program	High-performing junior employees	Provide 12 courses on self-management, team management, business management, and innovation. Trainees are fully evaluated and ranked based on their capabilities and potential in 36 aspects of 7 categories.	Offered 2 sessions, totaling over 100 people. Over 50 were selected as outstanding reserve managers and recommended to corresponding business units
	First-line Leaders Development Program (FLDP)	First-line leaders	Participants can more accurately understand the role and the position, and enhance management skills.	Provided 8 sessions to over 400 people
	Senior Leaders Development Program (SLDP)	Senior leaders	Through a model that combines training courses and practical exercises, senior leaders can grasp management capabilities, such as strategic management, team building, customer management, efficient decision-making, and data management.	Offered 4 sessions, totaling more than 100 people

Categories	Examples	Personnel	Content & Goal	Outcome during the reporting period
Professional Skill Training	Organic synthesis professional skills training (Class I)	Employees who passed the professional examination for new hires and junior employees	Professional courses are provided to help employees quickly master the theoretical knowledge of organic chemistry necessary for their work.	Trained over 60,000 employees
	Organic synthesis professional skills training (Class II)	Researchers, associate senior researchers or employees who have passed the professional qualification examination Class I	Familiarize employees with reaction mechanisms and fundamental functional groups of organic reactions.	Trained over 30,000 employees
	Contractor	Security, cleaning, equipment maintenance and construction personnel	Provide training on working skills, operational requirements and safety awareness.	Provided to most contractors
Degree Programs	Educational Assistance Program	Employees in the U.S. whose applications are approved	Encourage and support employees to improve their work skills and empower their personal development through education.	Provide qualified education assistance for at least one year to all accredited employees by reimbursing tuition fees. Depending on the programs, employees can receive reimbursement of up to \$3,000 per year for undergraduate study, \$5,000 per year for graduate study, or \$1,000 per year for certificate programs.
	Scholarship for Employees' Children	Children of outstanding employees (A+)	WuXi AppTec A+ Second Generation scholarship was established to encourage children to learn from model parents, carry on an A+ spirit, and study hard to make contributions to society.	About RMB 200,000 shall be awarded each year to 20 children with the best academic performance of A+ employees

Adhering to the concept of "let excellent people bring up better people", we pass on our culture and management philosophy within the Company through the WuXi Academy, where Dr. Ge Li serves as the president. The academy aims to strengthen organizational management and share knowledge.

During the reporting period, 100% of our employees received training, averaging 48 hours per employee²³. The specific training hours are as follows:



Occupational Health and Safety

WuXi AppTec regards employee health and workplace safety as its top priority. We comply with all local occupational health and safety laws and regulations in the areas in which we operate. We have also established a sound occupational health and safety management system to provide a healthy and safe work environment for our employees.

To improve our EHS management, we have established a company-level EHS Management Committee, chaired by Dr. Ge Li, Chairman and CEO of the Company. Guided by the *EHS Policies*,

Organizational Structures and Responsibility Policy, the Committee is responsible for determining the Company's EHS policies, long-term plans and annual goals, clarifying the Company's EHS priorities, and investigating any EHS accidents. The Company has set up three departmental EHS management committees: chemistry, biology and radiation. These committees set EHS priorities for each specific department, formulate action plans and track implementation.

²³ In the last reporting year, the statistical caliber of training hours per employee includes the offline training projects carried out by the WuXi Academy, our online learning platform, and the internal training carried out by STA and WuXi SMO. During the reporting period, we have expanded and optimized the collection of training duration data to include professional training of the Company and training organized by WuXi AppTec's subsidiaries in the U.S.

Occupational Health

We believe that establishing and implementing a sound occupational health and safety management system is an important step to protect employees from potential harm. In compliance with laws and regulations on health and safety at the operation sites, the Company has enacted the *Industrial Health (Occupational Health) Policy*, *Occupational Hazard Factor Control Procedures*, and *Regulations on Occupational Health Monitoring and Protection* to specify occupational health and safety goals for employees. In addition, the Company regularly inspects sites for potential occupational hazards. The Company aims to provide comprehensive safety protection measures for employees through early identification and mitigation of occupational hazards in existing worksites, as well as at renovation and expansion projects, and strengthening the management of occupational-health-related protection facilities. Meanwhile, the Company regularly arranges pre-employment, on-job, and post-employment health checkups for full-time employees and those exposed to occupational hazards to ensure a healthy, safe working environment.

Occupational Hazards Testing

The Company evaluates the potential for occupational hazards at construction projects, designs preventative measures, evaluates the control effects, and cooperates with the supervision and inspection of competent authorities.

The Company regularly engages qualified third-party agencies to carry out inspections of occupational hazards in the Company's various labs and workshops. The results are released within the Company.

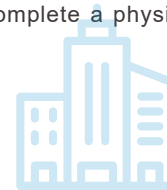


Pre-employment, on-job, and post-employment Health Checkups

Pre-employment: The Company requires employees who will work with occupational hazards or those with pre-existing medical conditions to complete a physical examination before entry.

On-job: The Company requires employees who are exposed to occupational hazards to complete an annual physical examinations during their employment.

Post-employment: Before employees leave a hazardous operation or position, we recommend them to complete a physical examination.



During the reporting period, STA passed the ISO 45001 Occupational Health and Safety Management System Certification audit (certificate received in January 2021).



Occupational Health Roadshow



To facilitate continuing education about occupational health and safety protections, the Company mobilized about 300 employees to participate in a roadshow collaboration with a world-famous diversified technology innovation enterprise on September 15, 2020. The event included information on respiratory, oral, ophthalmic, facial protection and fall prevention was introduced and simulated.

Operational Safety

In addition to preventing occupational hazards, the Company also attaches great importance to operational safety. The Company strictly abides by all local laws and regulations related to the health and safety of work locations, as well as a corporate management system which includes *Regulations on Safety Risk Assessment, EHS Training and Evaluation Policy, EHS Inspection and Audit Guidelines, Regulations on EHS Accident Report and Investigation, Fire Safety Rules, and Chemicals Safety Regulations*. The Company strives to create a safe and secure working environment for employees by conducting comprehensive risk assessments and related trainings, establishing an emergency plan and accident report mechanism, and conducting investigations as needed.

The Company has a sound operational safety management system and related annual safety management performance goals. We have rigorous safety protocols in place regarding fire, special work, chemicals, chemical reactions, biologics, gas, equipment and facilities, and we will work to continuously improve our safety management system and meet our targets. During the reporting period, we set the following safety management performance indicators:



Implementing a culture with a focus on safety in employees' daily work life is a priority. The Company strives to foster a safe work environment in labs, production sites and offices. The Company is committed to addressing all safety concerns thoroughly and in a timely manner.

Lab Safety



The Company attaches great importance to the health and safety of employees in labs and offices and has been improving R&D risk identification and safety awareness.

Risk control:

Some labs have obtained CNAS certification and created relevant emergency plans, such as the *Special Emergency Plan for Chemical Leakage*, the *Special Emergency Plan for Biohazard Spillover Accidents*, the *Risk Warning*, and the *Lab Safety Manual*.

We have optimized our risk assessment management system, added new functions for intelligent response risk assessments, achieved immediate assessments and real-time feedback, and improved the effectiveness of risk assessments.

Risk warning:

Warning signs, five-step reminders and notification cards have been designed to educate R&D personnel on the risks in the workplace, reduce violations and enhance personnel safety awareness.

Drills:

Conduct lab leak prevention drills regularly to improve employee awareness of lab safety.

Process optimization:

To promote the use of non-toxic reagents in place of toxic solvents, the Company has been reducing the use of solvents since 2017 and encouraging use of other non-toxic chemicals.

Production Safety

Production safety is an important part of the Company's safety program. WuXi AppTec constantly improves the production equipment management system, operating procedures, safety prevention and control measures to meet production safety goals.

- Actively participates in certification and audit of work safety standardization
- Regularly conducts safety inspections and trainings, summarizing the experience and trainings related to safety accidents



Work Safety Standardization Certification

Several of STA's subsidiaries have passed the work safety standardization certification. We plan to extend the certification to additional subsidiaries in the near future.



Staff Work Safety Training

STA provides orientation training to production staff, mainly on EHS safety operation procedures and related practical trainings. We also carry out unified assessments.

Fire Safety

To ensure the office area operates normally and every activity is in order and accident-free, the Company strictly follows the *Special Emergency Plans for Fire and Explosions*, strengthening fire emergency training and drills for the safety of employees.



Fire Drills in Office Areas

During the reporting period, the Company has carried out fire-related training and drills for new and existing employees to prevent and control any potential occurrences.



During the reporting period, WuXi AppTec recorded neither violations of occupational health and safety laws and regulations nor occupational work-related fatalities. We lost 569 working days due to work-related injuries, amounting to 0.02 working days per person.

WuXi AppTec regards occupational health and safety training as an important means to minimize the risk of occupational illness and injury. All of our employees receive occupational health and safety training regularly. Our EHS training and employee health and safety inputs during the reporting period are as follows:

Indicators	Units	Total Amount in FY2020
Total EHS training hours	Hours	349,971
EHS training hours per employee	Hours	13.25
Employee health and safety investment ²⁴	RMB Thousand	101,443



Supplier Safety Management

WuXi AppTec is aware of the importance of supplier health and safety management. Therefore, we explicitly extend safety management requirements to suppliers as outlined in the *Supplier Code of Conduct*, requiring suppliers to obtain relevant health and safety certification, develop contingency plans and safety management procedures, implement employee health promotion programs and provide necessary training to enhance safety, health and well-being of employees. During the reporting period, we conducted 103 hours of health and safety training for our suppliers, covering a total of 149 people.



During the reporting period, the Company regularly conducted health and safety trainings and exchanges with our suppliers to improve supplier health and safety management, awareness, and reduce safety accidents.

²⁴ Including the expenses and training cost of safety related devices, equipment, appliances as well as training, drilling and other activities



Supply Chain Management
Industry-Wide Cooperation
Inclusive Healthcare
Investment in Community

Social Cooperation

To help build a better world, the Company has been working to bring healthcare industry leaders together to develop treatments to patients in need. We have also focused on developing a responsible supply chain with innovative global partners. By doing so, we strive to maximize the full potential of the Company's full suite of integrated services through our enabling platform. WuXi AppTec is fully committed to working closely with our partners to fulfill our shared vision that "every drug can be made and every disease can be treated" and, in the meantime, to identify opportunities to support our communities worldwide.

Supply Chain Management

Establishing a sustainable supply chain is essential to the Company. In its procurement activities, WuXi AppTec strictly abides by the laws and regulations of the areas in which we operate. We proactively work with suppliers to address potential issues before they arise, such as product safety and quality assurance. We support partners in obtaining certifications and conducting trainings. As a result, the Company has strong relationships with downstream and upstream partners.

Supplier Management

To further standardize supplier management and ensure the quality and safety of our products and services, the Company created the *WuXi AppTec Procurement Policy and Process Management Method* to standardize internal supplier selection, bidding and tendering management, supplier access, and performance evaluation.



Improved mechanism

The Company has revised end-to-end process mechanisms. The procurement and risk control departments cooperate to establish operational norms to ensure procuring compliance.



Supplier classification

The Company has formulated a supplier onboarding processes. Suppliers are classified, graded and utilized based on their accreditation in environmental protection and quality. Suppliers must submit all the certification materials and ensure their authenticity.



Qualification material review

The Company conducts background checks of the submitted materials with tools such as the National Enterprise Credit Information Publicity System of China. Newly introduced suppliers shall undergo strict review to ensure their quality.

WuXi AppTec procures critical components and supplies with a focus on the safety and quality of the products. We maintain an open dialogue with our suppliers through regular feedback, annual performance evaluations, and annual qualification checks. The Company pays close attention to product safety and quality and encourages employees to raise any potential concerns with management immediately. If the department in need finds any issue regarding supplier quality or services or needs to lodge a complaint regarding procurement, it can send its feedback via email or the online procurement platform. Then the procurement personnel will handle the issue in a timely manner by tracing the supplier's quality and addressing all complaints according to the relevant contracts.

The Company routinely conducts on-site audits of its key suppliers. For professional services, companies are audited based on their qualifications, service content, facilities and hardware, management processes and employee turnover to ensure that they can meet the needs of the Company. For suppliers of animal products, the audit focuses on quality and standard files, GMP requirements, hygiene, pandemic prevention measures, etc. to make management more standardized and convenient.

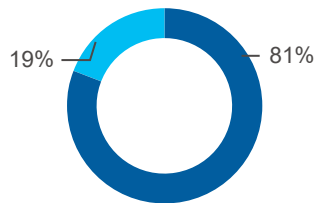
Procurement Standards Upgrade



To further standardize procurement and help procurement personnel understand the requirements of the various processes, WuXi AppTec has conducted self-assessments and self-corrections in 2020, inspecting key processes such as procurement, supplier onboarding and contract signing. Monthly inspection has led to the optimization of 192 items under 18 categories. As of December 31, 2020, 174 closed-loop items have been completed with a completion rate of 90.6%.

During the reporting period, the Company had 2,823 suppliers, including 2,299 in the Mainland China and 524 outside Mainland China.

Suppliers by region



■ Mainland China ■ Outside Mainland China

• Supply Chain Stability

The Company has established a procurement strategy to reduce supply chain risk. For key (i.e., high-priced, exclusive, or limited materials) categories, we establish long-term strategic partnerships with such suppliers. For leverage (i.e., relatively high-priced materials available from a wide range of suppliers) categories, we encourage reasonable competition and integrate and optimize that competition through a centralized procurement system.

We have developed a dual sourcing supply strategy to improve the stability and continuity of the supply chain. According to the purchase amount, business impact and dependence, we apply the "2+X" mode to the procurement of key materials to ensure multiple suppliers compete with at least two qualified suppliers.

At STA, the procurement team evaluates the availability of raw material supplies according to the long-term demand in later stages and by commercial projects. In addition, the procurement team continuously identifies additional suppliers of medium and high-risk raw materials to minimize the potential for supply disruptions.

Sustainable Supply Chain

WuXi AppTec builds collaborative partnerships that are mutually beneficial to facilitate the sustainable development of the industry. We have developed the *Supplier Code of Conduct* and the *Sustainable Supply Chain Policy* based on the concept of corporate sustainability and the principles set by the Pharmaceutical Supply Chain Initiative (PSCI). During the reporting period, STA became a full PSCI member.

The *Supplier Code of Conduct* requires suppliers to adhere to ethical standards, strictly meet quality standards in the delivery of products and services, respect labor rights and equal employment, promote occupational safety, protect the health and well-being of employees, and persist in sustainable development, environmental protection and ethical management. The *Sustainable Supply Chain Policy* proposes ESG-related requirements for sourcing as well as supplier evaluation and cooperation. The policy also includes articles on suppliers' product safety and quality through regular audits and labor and environmental protection.





The Company was awarded the EcoVadis Silver Medal for our remarkable performance in social responsibility and sustainability efforts. It marks international recognition from EcoVadis for our socially responsible practice and sustainability development.

• **Policy Implementation**

Our suppliers complete mandatory reviews and commit to abide by the relevant terms and conditions before we engage them as a supplier. We also continuously educate and train them during our partnership. During the reporting period, we have improved internal management, strengthened external communication, and actively built a sustainable supply chain. Meanwhile, the Company has conducted compliance training workshops for personnel in key procurement roles to ensure that policies are implemented.

• **ESG in the Supply Chain**

During the reporting period, we identified environmental and social risks at each stage of the supply chain and considered these environmental

implications when selecting suppliers. During the reporting period, we gradually began to conduct ESG audits on high-impact suppliers and 81 suppliers passed the audits. In the future, we will continue to incorporate ESG into the performance evaluation of procurement personnel and suppliers of all categories, as well as conduct refresher ESG trainings as needed.

• **Training and Communication**

The Company places an emphasis on communication with suppliers and utilizes various platforms: training sessions, conferences, on-site exchanges, etc. We also share knowledge on social responsibility management and award those who have actively

responded to the COVID-19.

During the reporting period, we trained more than 400 suppliers, totaling 650 training hours, on anti-corruption, health and safety, labor rights, environmental protection, quality, technology and advanced skills.

Number and duration of supplier training by topic



43 Persons **5** Hours

Anti-corruption, labor rights, environmental protection, quality



149 Persons **103** Hours

Health and safety



222 Persons **542** Hours

Technology and skills development



Professional skill training: Organized Supplier Training-cloud Platform Conference



To better manage suppliers and facilitate end-to-end online procurement, the Company launched the Ariba cloud platform project and conducted operating system training for the suppliers during the reporting period.

The training was conducted both virtually and in-person with 179 suppliers participating in total. The training promoted the launch of the platform, informed some significant suppliers of its application, and deepened communication and cooperation.



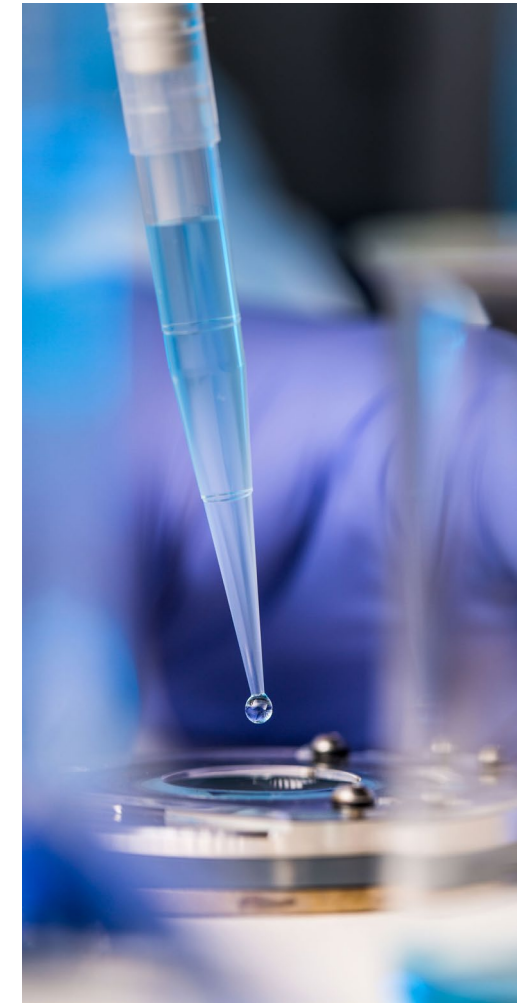
Social responsibility training: STA Suppliers Conference

During the reporting period, STA held a supplier conference to communicate our corporate values, social responsibility and procurement philosophy, strengthen mutual trust, and improve the overall efficiency of our supply chain.

Nearly 60 participants attended this conference, including over 40 key raw material suppliers who have partnered with us over the long term. This conference enabled them to better understand our management systems and specific service requirements, and improve their performance in safety and social responsibility.

• Certification Assistance

The Company actively provides suggestions, assistance and guidance for suppliers to help them obtain various certificates, including the Permission for Laboratory Animals Production intended for suppliers of living animals, the Domestication and Breeding License of laboratory nonhuman primate for suppliers, the Road Transport Operation Permit for logistic businesses, the Hazardous Waste Management License for hazardous waste disposal, and the certificate of Authorized Economic Operator (AEO)²⁵ for import and export businesses.



²⁵ Authorized Economic Operator was defined in the *Global Trade Security and Facilitation Standard Framework* issued by World Customs Organization (WCO) as a party that participates in the international movement of goods in any manner and is determined by the customs authority to comply with the WCO or the corresponding supply chain safety standards

Industry-Wide Cooperation

WuXi AppTec works diligently with its partners. The Company is devoted to the industry's ecosystem and shouldering the responsibility of growing the talent pool while seeking to be an innovative enabler, trusted partner, and contributor to the global healthcare industry.

Industry-Wide Participation

WuXi AppTec has actively cooperated with our partners in the industry to include our peers and related associations in an effort to contribute to advancing the industry. In addition, WuXi AppTec has been forward leaning in working with relevant regulators and industry associations to contribute to the formulation of the laws, policies and standards within the pharmaceutical industry. For example, during the reporting period we recommended implementing guidelines associated with ICH in China.

WuXi AppTec has been tracking the latest achievements of global R&D to keep promoting the R&D level of the Company. Meanwhile, we are trying to share globally advanced knowledge and experience with other companies to improve the R&D capabilities of the industry in general.



• Sharing Advanced Knowledge of the Industry

The Company has translated and published monographs by working with the East China University of Science and Technology Press and the Science Press. In 2020, the 7th book of WuXi AppTec's collection of translations, *DRUG DESIGN: Methodology, Concepts and Mode of Action*, was officially published, which provides an import reference for professionals from universities, research institutions and pharmaceutical R&D enterprises in China.



WuXi AppTec's collection of translations

• Organizing or Co-organizing Industry Forums and Seminars

During the reporting period, the Company organized forums and seminars, such as the WuXi Global Forum, to explore the various challenges and opportunities for healthcare innovation.

Advancing Breakthroughs for Patients - WuXi Global Forum 2020



Relying on industry experience and resources, WuXi AppTec hosts an annual global forum to facilitate in-depth exchanges with the world's top leaders in the industry. We hope that this exchange of ideas will promote new thinking on a global stage as we strive to provide transformative solutions for patients.

The year 2020 marked the 8th year of the WuXi Global Forum. In January 2020, the WuXi Global Forum was held in San Francisco. More than 3,000 industry veterans from all over the world attended. Through eight panel discussions and featured conversations, more than 30 global leaders in the pharmaceutical industry shared their insights and discussed the innovative opportunities in the industry, as well as previewed cutting-edge technologies transformative therapeutic concepts, and the future of the industry.



Fostering Development

As an enabler of innovation in novel drug R&D, WuXi AppTec bears a responsibility for supporting professional development in the industry. The Company has been supporting young talent on a wider stage. The summer internship program is open to students from top universities across the world and aims to enable young talent to experience the process of novel drug R&D, work with elites from the global life science field, practice knowledge on different positions, and broaden their careers in the future. Meanwhile, WuXi AppTec has established the Industry-University-Research Cooperation Base and Open Interaction R&D Platform by proactively cooperating with universities in China, and has also offered medical professional trainings and talent recognition awards to promote the development of professional talents in all aspects.

Industry-University-Research Cooperation

In December 2020, ATU signed a strategic cooperation agreement with Jiangnan University to jointly build the Jiangnan University & WuXi AppTec's Cell and Gene Therapy Industry-University-Research Cooperation Base with the goal of building on top of its own strengths. The base aims to promote the cooperation of science and talents in multiple fields of discipline, and to accelerate the transformation of scientific research achievement.



DELOpen Platform

DELOpen platform was initiated by WuXi AppTec and academia / institutions dedicated to the development and application of DNA Encoded Library (DEL) Technology, which bridges the collaboration between scientists in academia and industry. DEL technology facilitates efficient early drug discovery and advances science and technology in the global biopharmaceutical field, ultimately benefiting patients. By October 2020, "DELOpen kit" have been used by more than 40 Chinese academic groups and have delivered 25 small molecules with the potential to become hit compounds to 5 institutes, providing more possibilities for novel drug discovery.

The WuXi AppTec "DELOpen kit" project won the 5th "Social Value Co-creation" China CSR Excellence Award.



Medical Training

WuXi AppTec provides the latest training for and shares scientific technology with pharmaceutical R&D workers. As of August 10, 2020, WuXi SMO had trained 151 clinical trial institutes on the requirements of the *Good Clinical Practice(2020)*. 81 researchers have set up GCP learning accounts by the WuXi SMO training system. The total number of trainees has reached 22,533. In addition, we have been following and maintaining quality management standards for clinical trials.



GCP training in Hebei Province



GCP training in Jiangsu Province



GCP training in Guangdong Province



GCP training in Henan Province

Inclusive Healthcare

WuXi AppTec sees the value in bringing treatments to patients in need, regardless of the disease they suffer from or the individual's circumstances.

Improving the Accessibility

WuXi AppTec builds collaboration across the industry to help realize our vision that “every drug can be made and every disease can be treated”. The Company supports partners by accelerating and promoting novel drug production. The Company helps its partners commercialize products that are undergoing clinical trials and to successfully launch products on the market after getting approval. With end-to-end services which are integrated and professional, we can shorten the R&D cycle, reduce related costs and improve accessibility to those in need of treatment, benefiting patients worldwide.



STA Enables Bringing Treatments to Market

In June 2020, STA signed strategic cooperation agreements with BeiGene. STA thus became the preferred CDMO partner of BeiGene, providing integrated CMC (chemistry, manufacture and controls) services for BeiGene's novel drug pipeline projects from preclinical to commercial – including both drug substances and drug products. On June 3, 2020 BRUKINSA™ was officially approved by the China NMPA for treatment of mantle cell lymphoma (MCL), treatment of relapsed refractory (R/R) MCL and R/R chronic lymphocytic leukemia (CLL) and small lymphocytic lymphoma (SLL) and became the first domestic Burton's Tyrosine Kinase (BTK) inhibitor in China.



Attention to Rare Diseases

WuXi AppTec has been focused on guiding public attention to rare disease R&D through virtual forums and an online column.

Creating the Ecosystem

On Feb 15th, 2020, WuXi AppTec invested 30 million dollars in CANbridge. CANbridge focuses on R&D for rare disease therapeutics, has several pipelines of rare disease drugs, and is the first biopharmaceutical company that successfully put the glioblastoma into Phase II/III clinical trials. By investing in CANbridge, WuXi AppTec will build an ecosystem empowering development of drugs to treat rare diseases.

Holding Series of Online Forums

The Company held a series of online forums with the theme of "Let Science Lead". During the reporting period, we also held various rare disease sessions on diseases such as hemophilia, neurofibromatosis, and spinal muscular atrophy. The Company has been helping patients by using the Forums as a platform to raise awareness and facilitate communication, as well as delivering knowledge related to the disease to the public. Through online livestreaming, the number of Weibo views has reached 7.13 million, and the total views of all 4 rare disease forums has reached 10.97 million. In addition, the series of rare disease forums has also been selected as a finalist for the 2020 SCRIP Awards in the category of Community Partnership of the Year.

Setting Up Online Column

The Company has set up a column on its official social media account to share information on drugs for rare diseases and opinions from professionals to make it more convenient for the public to familiarize and understand rare diseases. This also allows the Company to establish think tank on rare diseases and collect information for the novel drug library, and explore more ways of bringing scientific knowledge to the public.



Investment in Community

WuXi AppTec is committed to supporting the needs of the broader public. The Company established the WuXi AppTec Help Fund to donate to and support the public in the fields of education, science, healthcare, culture, sports, disaster relief and poverty alleviation. We have also formulated the *Donation and Sponsorship Policy of WuXi AppTec*. In this way, WuXi AppTec ensures every donation will be used in public welfare activities that promote social development and progress.

Principles: Voluntary, Charitable and Non-profit	
Purpose: charitable and non-profit activities	Recipient
Disaster relief, poverty relief, assistance to the disabled and other social groups and individuals with special needs	Public welfare and philanthropic groups Public welfare non-profit organizations
Education, science, culture, healthcare, sports	
Environmental protection, social public facility construction	The donation recipient should have certifications related to the use of purpose
Other activities that promote social development	

Donation and Sponsorship Principles

Demonstrating WuXi AppTec's spirit of empathy, we are engaged in promoting a public-interest culture by encouraging employees to participate in socially beneficial volunteer activities. We want to do our part to contributing to building a more stable and prosperous world for all people.

Voluntary Blood Donations



In December 2020, the Company organized a two-day voluntary blood donation. We promoted the activity by sending out emails and blood donation information to employees. Meanwhile, we also arranged allowance and paid time off for the employees involved in blood donation. There were 252 participants. We hope to spread our spirit of empathy with these voluntary blood donations.



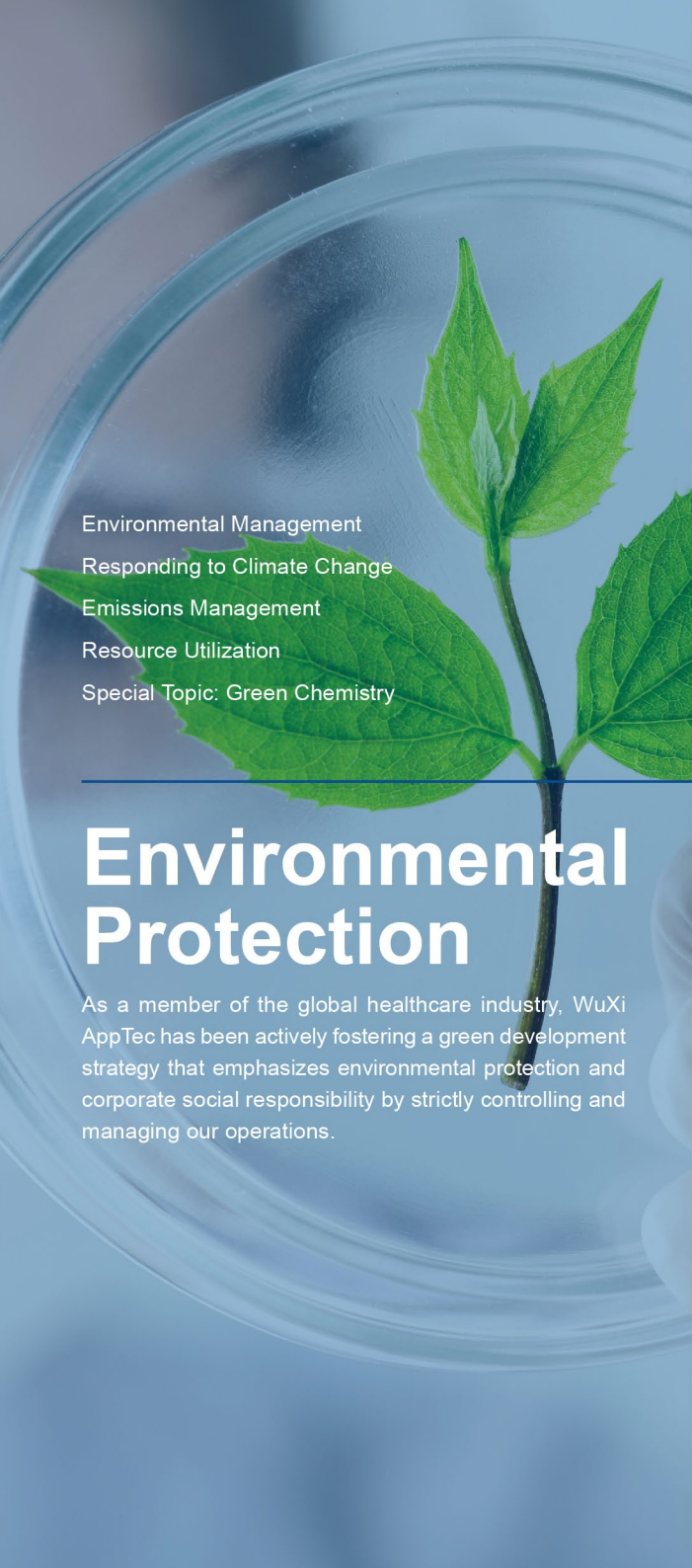
Enhancing Art Training and Boosting Cultural Development



Based at the Nine Tree Future Art Center, the Shanghai Nine Tree Art Foundation is an center of multicultural exchange, integrating a variety of diverse arts, and is a highlight of culture in South Shanghai and the North Shore Area of Hangzhou Bay.

In 2020, WuXi AppTec donated RMB 2 million to the foundation and financially supported six major fields, including content creation, charity performances, education, community development, and program introduction and evaluation competitions. This was in an effort to engage more of the public in modern art, improve creativity and imagination in children, and build a bridge for artists to exchange and collaborate. We have been working hard to make contributions to promote the development of the Shanghai and Fengxian District, and the development of arts education in Fengxian District.

During the reporting period, we invested RMB 2.18 million in charity and social welfare.



Environmental Management
Responding to Climate Change
Emissions Management
Resource Utilization
Special Topic: Green Chemistry

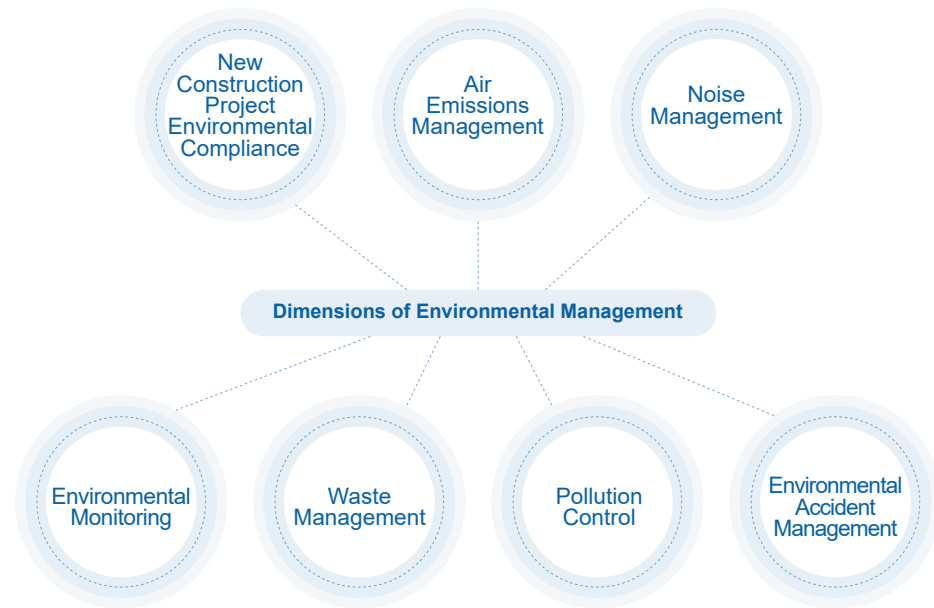
Environmental Protection

As a member of the global healthcare industry, WuXi AppTec has been actively fostering a green development strategy that emphasizes environmental protection and corporate social responsibility by strictly controlling and managing our operations.

Environmental Management

WuXi AppTec is committed to consistently lowering our impact on the environment. The Company strictly complies with the relevant laws, regulations and industry standards in our locations of operation, including, but not limited to: the *Environmental Protection Law of the People's Republic of China*, the *Law of the People's Republic of China on Conserving Energy*, the *Law of the People's Republic of China on Prevention and Control of Water Pollution*, the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution*, the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes*, the *Law of the People's Republic of China on the Prevention and Control of Soil Pollution*, the *Law of the People's Republic of China on the Prevention and Control of Pollution From Environmental Noise in China* and the *Energy Policy Act of 2005*, the *Clean Water Act*, the *Clean Air Act* and *Solid Waste Disposal Act* in the United States. Per the aforementioned laws, WuXi AppTec has established an environmental management system in line with its operations, including the *Environmental Protection Policy*, *EHS Accident or Incident Reporting and Investigation Policy*, and the *Environment Management Manual*.

The Company's *Environmental Protection Policy* establishes the rules and framework of environmental protection, with seven dimensions covering possible environmental management implications in production and operations. The policy contains operation protocols and treatment methods for the management process, wastewater, air emissions, and other wastes. The Company has been monitoring and mitigating potential negative impacts on the environment in order to prepare for an effective response to potential accidents.



Environmental Management Policies

Management Factors	Evaluation and Verification	Alert and Risk Management	Training and Evaluation
<ul style="list-style-type: none"> • Pollution control • Waste management • Energy management and response to climate change • Water use • Green chemistry 	<ul style="list-style-type: none"> • Construction project process evaluation and environmental review • Environmental risks analysis • Drafting environmental protection measures 	<ul style="list-style-type: none"> • Environmental monitoring • Developing Contingency Plan and emergency explanation • Disposing, investigating and reducing environmental pollution 	<ul style="list-style-type: none"> • Employee training on EHS and environmental protection • Emergency drills on environmental events for all employees • EHS examination for new employees



The *Environmental Management Manual* standardizes environmental policy, roles and responsibilities, management and targets, identification of factors, monitoring and measurement, training, accident investigation and emergency response planning, and communication. It also explains how to control the presence of APIs (active pharmaceutical ingredients) in water and the risk of ozone-depleting substances in order to mitigate environmental risks in production and operation.

Based on its environmental management framework, the Company, including all subsidiaries and sites, has consistently optimized its system according to the requirements of local governments. During the reporting period, ATU edited and filed the *Contingency Plan for Environmental Emergency* to instruct employees on how to deal with various kinds of emergencies and reduce their impact. Facilities in Suzhou, Tianjin, and Shanghai Waigaoqiao established *Resource Policies* to give specific instructions on electricity consumption, water consumption and air exhaust. During the reporting period, the construction of laboratories, factories, storehouses and canteens in Suzhou and Chengdu obtained approval from the local government following an environmental impact assessment.

During the reporting period, we had no violations related to environmental protection, excessive pollutants or discharge.

We take the development of advanced, scientific and practical management experience seriously and encourage all sites and subsidiaries to promote environmental-related system certification. During the reporting period, STA passed the assessment of certification of ISO 14001 Environmental Management System Certification, and the STA Changzhou site received the ISO 50001 Energy Management System Certification.



ISO 14001 Environmental
Management System
Certification

ISO 50001 Energy
Management System
Certification

WuXi AppTec conducts internal evaluations and verifications related to environmental management in accordance with the *EHS Inspection and Audit Guidelines*. In our daily operations, we identify and investigate potential risks in order to avoid negative impacts on the environment. For construction projects, we prioritize using energy-saving devices and materials that have lower energy consumption and minimize pollution from the beginning of the design process.

To enhance environmental consciousness, WuXi AppTec has started environmental management training as part of our EHS initiative and in accordance with the *EHS Training and Evaluation Policy*. We launched special training and drills for high priority issues, such as waste disposal, accidents and leaks, and to ensure they are giving attention to potential risks throughout the day, we also have extra training with the employees at the start of each workday. We have also developed content for biological and chemical synthesis training. In 2020, the coverage rate of EHS training reached 100%, including environmental management training. Please see more details in the Talent Focus - Occupational Health and Safety chapter of this report.

Responding to Climate Change

Responding to climate change, including reducing carbon emissions, is a critical part of building a better future. To help support the implementation of the United Nations' 2030 Agenda for Sustainable Development, WuXi AppTec and our subsidiaries have made practical efforts and changes to combat climate change, such as adopting energy conservation and emissions reduction initiatives.

Our response to climate change plays an important role in the Company's future. WuXi AppTec's *Environment, Social and Governance Rules* specify that the Company should employ three key strategies: enhance climate change risk management, further improve the disclosure of carbon emissions, and integrate climate change concerns into planning for the future of the Company.



Evaluate climate change's influence on the value chain in order to create solutions



Check greenhouse gas emissions regularly, set up carbon emission reduction goals, and promote the disclosure of climate change management and carbon emission reduction



Actively respond to climate change's impact on the future development of the healthcare industry

Strategies for Responding to Climate Change

Working on behalf of both our clients and society as whole, WuXi AppTec discloses data on energy use and greenhouse gas emissions. Together with STA, the Company was invited to complete the CDP²⁶ questionnaires on climate change and water security in 2019 and 2020, and received a B- level rating for both questionnaires in 2020. Our rating with regard to climate change in 2020 was higher than the average level of most enterprises in the same field within Asia and around the world.



²⁶ CDP is a not-for-profit organization that runs the global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts

During the reporting period, the energy consumed by the Company in production and experimentation mainly included purchased steam, natural gas, and electricity. A small amount of diesel was used for equipment maintenance and testing, and machinery construction, and a small percentage of gasoline was used for vehicles. The energy consumption and greenhouse gas emissions information are as follows:

Energy	Unit	Consumption in FY2020
Purchased Electricity	kWh	337,192,000.00
Purchased Steam	tons	161,474.37
Gasoline	liter	138,240.97
Diesel Oil	liter	112,248.24 ²⁷
Natural Gas	m ³	4,855,418.58
Energy Consumption	Unit	Consumption in FY2020
Direct Energy Consumption	tons of coal equivalent	6,175.54
Indirect Energy Consumption	tons of coal equivalent	62,206.45
Total Energy Consumption	tons of coal equivalent	68,381.99
Energy Consumption per Unit of Revenue	kilograms of coal equivalent/ RMB thousand revenue	4.13
Greenhouse gas emissions ²⁸	Unit	Consumption in FY2020
Scope 1	tons CO ₂ e	10,503.55
Scope 2	tons CO ₂ e	221,428.58
Total GHG Emission	tons CO ₂ e	231,932.13
GHG Emission per Unit of Revenue	tons CO ₂ e / RMB thousand revenue	0.014

WuXi AppTec manages different types of energy using a categorized method. For the use of electricity, the Company has standardized management in accordance with the *Electricity Device Rules*. The Company ensures reasonable use of other energy during production and experimentation through daily

use specifications and measurement scales that monitor consumption. For gasoline usage, the Company properly controls usage through refueling registration cards and mileage management.

To respond to climate change and in striving for carbon neutrality, the Company has been working on energy-saving and renewable energy usage to achieve technological innovation, cost reduction, and efficiency improvements with multiple measures throughout experimentation, production, and administration.

²⁷ Apart from diesel vehicles, this data also includes the amount of consumption by engineering equipment in 2020

²⁸ Calculation of greenhouse gas emissions by reference to the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) released the accounting system of greenhouse gases (GHG Protocol), Intergovernmental Panel on Climate Change (IPCC) released the 2006 IPCC national greenhouse gas inventory guide and the National Development and Reform Commission of the People's Republic of China issued "Industrial Companies in Other Industries in Greenhouse Gas Emissions Accounting Methods and Reporting Guidelines (Trial)," etc.

Experimentation

We have adopted Variable Air Volume (VAV) emission systems in laboratory ventilation cabinets at several of our sites across the world, which can automatically adjust the exhaust volume according to environmental changes, and reduce the cooling and heating load of air conditioning, which will help reduce overall energy consumption.

For example, at our worksite in Philadelphia, Pennsylvania, we:

- Use a quantum lighting management system for lighting controls based on occupancy to achieve daylighting controls;
- Use NEMA premium efficiency motors, efficient air-cooled chiller, a variable primary chilled water pumping system, a variable primary heating hot water pumping system, and other high energy efficiency equipment;
- Adopt a chilled water supply temperature reset control strategy, a demand-controlled ventilation control strategy for office air handling units, a discharge air temperature reset strategy, a discharge air dew point temperature reset strategy, and other high energy efficiency management strategies;
- Use heating hot water condensing boilers (96% efficient vs 80% efficient standard gas-fired boilers) to preheat and reheat coils.

Production

We have optimized consumption performance by adopting energy-saving control systems and projects in production.

Energy Monitor System

To ensure energy conservation, STA has been monitoring the main energy usage categories in all aspects of our operations by using a Distributed Control System (DCS) in order to save energy and reduce carbon emissions.



Energy-saving Transformation



Transformation of the Fin-shaped Air-cooled Heat Pump Spray Cooling Pipes

In July 2020, ATU invested RMB 100,000 to complete the transformation projects of 9 fin-shaped air-cooled heat pump spray cooling pipes. By cooling the fin in an atomized way, the load set was decreased effectively during peak production. The result showed about an 85,700kWh reduction in electricity consumption as compared to the last reporting period.



Heat Recovery of Steamed Condensate Water

STA Changzhou Site retrieves steamed condensate water with a heat recovery system, and uses it to refill the cooler water tower. There are about 60,000 tons of condensate water of steam to be retrieved each year. The temperature is cooled from 85 °C to 65 °C, requiring 139,200 kW of heat after the upgrade. When calculated using an average of 600 kW per ton, there are potentially 232 tons of water steam saved per year.



Adopting Variable Frequency Control for Facilities

STA has adopted a variable frequency control for key facilities in the production workshop, including reactor, single-double cone dryer, agitated filter dryer, triangle, centrifuge, screw pump, AHU, and tail gas system. The potential decrease in power usage is approximately 60%.

In addition, STA also made progress by transforming or adjusting the selection in the power circulating water pump, air compressor, and water chiller.

Transform Water Circulating Pump

By transforming 3 water circulating pumps into automatic controlled frequency converters, 350,000 kWh of electricity will be saved per year.

Selecting Energy-saving and High-efficiency Air Compressor

By selecting multiple sets of hybrid permanent magnet motor energy saving equipment of permanent-magnet machine, 640,000 kWh of electricity will be saved per year.

Selecting Energy-saving Water Chiller

By selecting an energy-saving water chiller, the amount of electricity saved each year would be total about 480,000 kWh.

Enhancing the Efficiency of High-power Electrical Equipment

By adjusting the space between the refrigerator screw, the refrigerant compression efficiency and the exchange heat of the evaporator can be improved, and the condenser can be cleaned. That would result in 37% electricity savings.

By phasing out low energy efficiency machines and adjusting the proportion of medium and kinematic viscosity, electricity savings would amount to about 11%.

Our Facilities

Along with controlling light usage when leaving rooms, using energy-saving devices like LED lights, and controlling internal office temperature, we also support green transportation and scheduled buses for employees to save energy. Steps to improve efficiency in the workplace include:

- Buy buses powered by electricity for internal transportation within campuses.
- Provide commuter options for employees, and arrange routes and schedules according to their needs.
- Encourage employees to take public transportation for work and provide a transportation allowance.
- Create a parking area for public bicycles to be used for commuting.
- Increase more efficient commercial vehicle dispatch and optimize energy-conscious routes.
- Implement incentive programs for commercial vehicle teams based on standards of daily valid mileage per person, with 10% of 2019 as the baseline for incentive.

Emissions Management

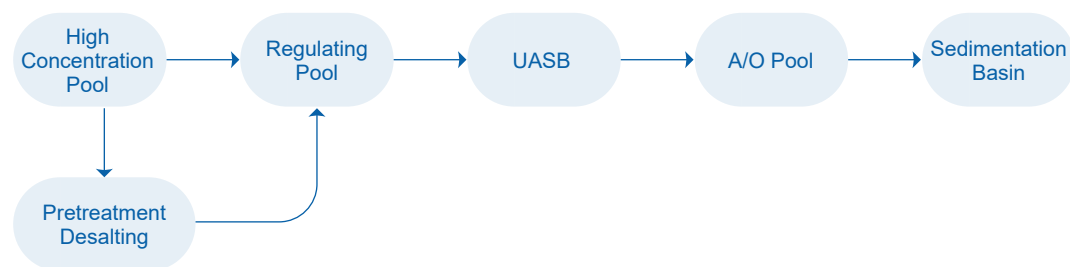
WuXi AppTec has been demonstrating its commitment to environmental protection by strictly following discharge requirements at all locations in which we operate. During the reporting period, our main pollutants were wastewater, waste gas, solid waste including daily office garbage, general industrial solid waste and hazardous waste. We complied with current regulations to reduce pollution by updating devices and technology used to dispose of the discharge and established discharge protocols and emergency solutions based on our management system.

Discharge of Wastewater

Wastewater includes urban sewage, wastewater generated from R&D and manufacturing processes, and circulated cooling system drainage. WuXi AppTec first ensures pollutant discharge compliance and defines wastewater management processes in accordance with the *Protocol of Environment Protection Management Rules*. WuXi AppTec also limits excess emissions by discharging wastewater into municipal pipelines after being treated and monitored regularly.

We strictly forbid discharging any waste liquid, or wastewater with high concentrations, directly into the sewage pipe network in order to reduce environmental stress from disposals of the terminus in R&D and production. Instead, we collect and dispose of high-pollution waste liquid and wastewater as hazardous waste first. As for projects that need wastewater treatment facilities, we follow proper procedures, establish an operating protocol with professionals and conduct regular maintenance.

For example, at STA, we established the *Wastewater Disposing System Operation Management*, a guideline for wastewater treatment system operation, to ensure a stable and reliable operation system according to the classification rules of biochemical characteristics and disposing capacity, factory wastewater COD and special ingredients.



Technological Process of Wastewater Disposal of STA

During the reporting period, wastewater discharge information was as follows.

KPIs	Unit	FY2020
Total Wastewater Discharge	m ³	1,238,933.14
Discharge of Chemical Oxygen Demand (COD)	tons	135.58
Discharge of Biochemical Oxygen Demand (BOD ₅)	tons	22.76
Ammonia Nitrogen (NH ₃ -N) Discharge	tons	9.95
Suspended Solids(SS) Emission	tons	34.21

During the reporting period, WuXi AppTec carried out wastewater rehabilitation projects in multiple sites to reduce wastewater discharge. These projects mainly included: upgrading wastewater treatment stations by installing emergency water-collecting well, electronic flowmeter and online monitoring device; transforming the sludge disposal pipeline, dosing and grid room, and optimizing the biochemical processes to make sure that emission targets were up to the standard.



Air Emissions Management

WuXi AppTec manages all air emissions through our *Environmental Protection Policy*. As an example, all R&D and production operations that involve volatile organic compounds are operated in a fume hood or local exhaust ventilation (LEV). We also plug lids on chemical containers promptly to reduce the VOCs or evaporation of organic compounds. Additionally, waste gas and process tail gas are properly collected and disposed of before emission. No substandard emissions are allowed to be directly discharged. For construction projects, we set up proper procedures, use technology professionals, and monitor KPIs according to the requirements of local governments.

With well-improved air emission management, WuXi AppTec can strictly abide by emission requirements and rules in all locations in which we operate. During the reporting period, the Company's performance was as follows:

Air Emissions	Unit	FY2020 ²⁹
Total Air Emissions	m ³	17,066,674,864
Volatile Organic Compounds (VOCs) Emission	kg	76,989

²⁹ The data scope is the same as the annual report, mainly for laboratory local ventilation (LEV). The exhaust gas emission characteristics of R&D laboratory are large air volume with low concentration. Effective local exhaust ensures a good working environment in the laboratory. The exhaust gas produced in the laboratory is collected by the fume hood and exhaust pipe, and then is adsorbed and treated by the activated carbon disposal device, and discharged according to the regulatory standard



Experimentation

Adopt activated carbon adsorption, transform the separation laboratory, and reduce air emissions

A number of sites have carried out exhaust gas pipeline projects and iterative upgrade projects of waste gas disposal, and optimized and improved the activated carbon disposal facilities.



Redesign the separation laboratory to control the solvent supply and waste liquid discharge by sealing tube to reduce the VOCs emission.

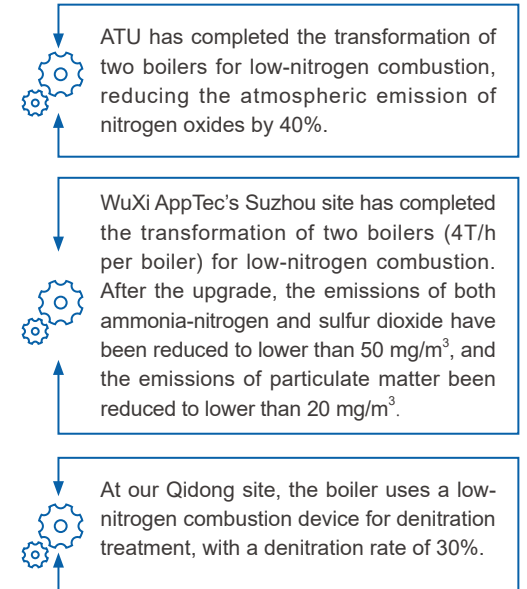


Production

Draft detailed management protocol. For example, STA Changzhou Site implements protocol from the *Scrubber System Management Procedure, RTO Management and GSD Emergency Plan*.

Classify waste gas based on processes and concentration, then focus on optimization.

STA has adopted resin absorption technology to absorb VOCs (such as methylene dichloride) and improve efficiency.



General Solid Waste Management

In order to improve how we deal with general solid waste, the Company has developed the *Waste Pretreatment, Classification, Collection, and Transfer Management Policy*. STA has also developed the *Waste Management Procedures* to strictly regulate the supervision and management of waste generation, collection, classification, labeling, recording, storage, transport and disposal, in an effort to avoid environmental pollution.

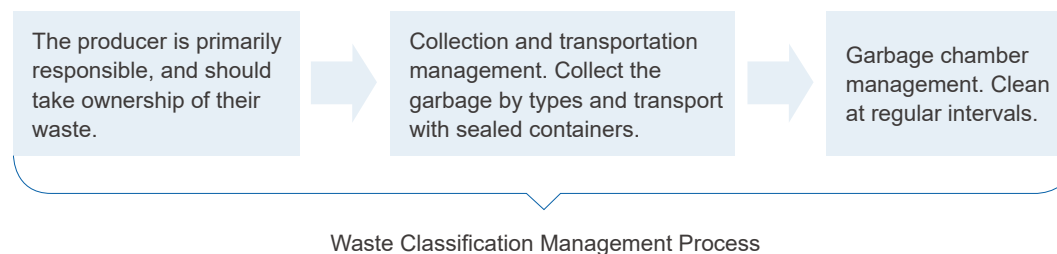
The general solid waste generated by the Company mainly includes office garbage and general industrial solid waste. Daily office garbage is regularly cleaned and transported by the government sanitation department, while the general industrial solid waste is treated by qualified solid waste disposal agencies.

During the reporting period, WuXi AppTec reduced the environmental impact of boilers by implementing low nitrogen combustion at many sites.

During the reporting period, data collected for solid waste was as follows:

Solid Waste	Unit	FY2020
Total Discharge of Non-Hazardous Waste	tons	4,097.13
Office, Living and Dining Kitchen Waste	tons	3,349.65
General Industrial Solid Waste	tons	443.47
Recyclable Waste	tons	304.01
Non-Hazardous Waste Production per Unit of Revenue	kg/RMB thousand revenue	0.25

WuXi AppTec's Waigaoqiao site has been strictly enforcing garbage sorting in compliance with the *Shanghai Domestic Waste Management Regulation* in China, helping to achieve the reduction, recycling and harmless disposal of waste.



In addition, to help employees understand requirements quickly and thoroughly, the Waigaoqiao site set up trash cans for various types of waste and promoted new practices by email, media, exhibitions, Q&A, and activities. During the reporting period, Waigaoqiao achieved its goal of 100% garbage sorting, while also decreasing the production of garbage compared with the previous year.

Hazardous Waste Management

The main hazardous waste comes from organic liquid waste produced in the process of R&D experimentation and manufacturing, waste-activated carbon produced in air emission treatment, and the waste material and sludge from wastewater treatment. Additionally, there is some medical waste.

According to the *Waste Pretreatment, Classification, Collection, and Transfer Management Policy* and STA's *Waste Management Procedures*, all hazardous waste should be centrally disposed of by a qualified hazardous waste disposal agency. Waste should be sealed during the entire process of collection and transportation to ensure zero environmental pollution and protect the health of employees. During the reporting period, data collected for hazardous waste was as follows.

Hazardous Waste	Unit	FY2020
Total Discharge of Hazardous Waste	tons	25,329.81
Hazardous Waste-Waste Liquid	tons	20,590.80
Hazardous Waste-Waste Solid	tons	4,739.01
Hazardous Waste Production per Unit of Revenue	kg/RMB thousand revenue	1.53

While strictly controlling hazardous waste, WuXi AppTec has also adopted internal recycling of some waste chemicals in order to reduce the generation of hazardous waste and pollution as much as possible. For example, STA monitored and controlled the purity, level and moisture of organic solvents in projects to obtain less organic solvent consumption during chemical extraction. Using small-scale and pilot testing methods, the chemical agents produced by the project were successfully reused. These measures seek to successfully achieve the goal of recycling chemicals step by step to save resources and reduce the production of waste. At STA in August 2020, 113.5 tons of sec-butyl alcohol were successfully recycled from 39 consecutive batches, cutting the waste rate down by 50%.

Noise Management

WuXi AppTec has been proactive about the impact of noise and strictly follows the *Emission Standards for Industrial Enterprises Noise at Boundary GB12348-2008*. The Company implements management and monitoring periodically and takes measures to ensure compliance, such as replacing outdated fans to lower site boundary noise.

Resource Utilization

The proper use of resources is an important topic in sustainable development. WuXi AppTec has been actively managing our utilization of water, packaging, and paper to promote a smaller environmental footprint.



Water Consumption

Water conservation is one of WuXi AppTec's important manifestation of environmental responsibility. The Company strictly follows local laws and regulations, as well as any relevant policies on water management, to access and use water resources only as needed. The Company improves the utilization rate of water

resources through process improvement and water reuse equipment.

During the reporting period, the Company mainly used municipal water and reclaimed water from third parties. Data regarding our water consumption performance is as follows.

Type of Water	Unit	FY2020
Municipal Water Supply	m ³	2,643,320
Reclaimed Water Consumption from other Companies or Organizations	m ³	3,707
Water Consumption per Unit of Revenue	tons/RMB thousand revenue	0.16

WuXi AppTec promotes efficiency in water consumption by improving devices and procedures in experimentation and production at every site.

Experimentation

- **Measurement:** install a throttle valve
- **Case:** WuXi AppTec (Tianjin) has accomplished adopting throttles for 6 laboratory buildings. Meanwhile, we have been recycling steam condensate, which helped to save about 26,000 tons of water in 2020.

Production

36,000

tons/year

Steam Recycling

STA Changzhou Site retrieves the condensate water of steam via a heat recovery system, and uses it for refilling the water cooler tower. This potentially saves 36,000 tons of water per year.

30%

Control the Total Consumption of Water

By controlling the total consumption of water, STA Changzhou Site has been monitoring its water usage in real-time and investigating abnormalities in the data. Its capacity has risen by 30% while the total consumption of water remained the same as the prior year.

50%

Save Water with Purified Water Systems

STA Changzhou Site has adopted a "zero emission" internal circulation mode function. The water discharge of each machine has been reduced from 60 tons/day to 30 tons/day, a water savings of 50%.

800

tons/month

Water Recycling

STA Jinshan Site has various practices that help reduce overall consumption of water. For example, by recycling the cooling water, recycling water after being cooled by the cooling tower, and collecting rainwater, STA generates a potential savings of about 800 tons of water per month.



Packaging Material Consumption

Our finished products' packaging for the delivery of samples, API or drugs to clients mainly includes cartons, polyethylene, foam pads and various buckets made from plastic, fiber, or iron. We work to save packaging resources while keeping the products in good condition.

During the reporting period, data collected regarding our packaging material was as follows:

Total Packaging Material Consumption for Finished Products	Unit	FY2020
Carton, Polyethylene, Foam Cushion Pad	tons	30
Buckets and Other Material	tons	2,325
Total Consumption	tons	2,355
Total Consumption of Packaging Materials per Unit of Revenue	kg/RMB thousand revenue	0.14

Paper Saving

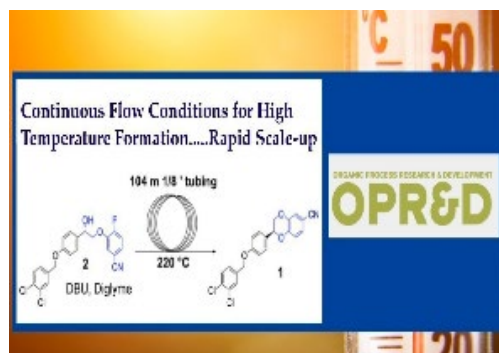
By promoting digital applications, WuXi AppTec has saved a significant amount of paper. In 2014, the chemical electronic laboratory notebooks (ELN) system was launched online. We have invested in upgrading its function every year, and we widely recommended the system to our clients to replace paperwork. After years of promotion, the usage rate of chemical ELN reached 98% in the reporting period, saving 200 tons of paper every year. The biological and analytical ELN was launched online in 2018, which broadened the usage of ELN. During the reporting period, the usage rate of biological and analytical ELN has reached more than 70%.

During the reporting period, we replaced our paper interview form in our recruitment process, and also reduced the use of paper documents through the online training system, which is expected to save 1.8 tons of paper annually. In the future, when our performance appraisal system comes online, we will be able to greatly reduce our use of paper even further.

Special Topic: Green Chemistry

The pharmaceutical industry is becoming cleaner and greener. As a pioneer in green chemistry, we consider this a crucial direction to pursue and a driving force for innovation.

As for basic techniques, WuXi AppTec has been tracking the latest research of clean and environmental chemistry in academia and trying to utilize it to develop practical industrial applications. STA is a member of the American Chemical Society (ACS) Green Chemistry Institute and has been exploring more effective and green production methods for the healthcare industry.



STA has published articles in the ORGANIC PROCESS RESEARCH & DEVELOPMENT of ACS with Eli Lilly and Company.

We regard process mass intensity, or PMI³⁰, as an important KPI to evaluate green chemistry in operations from the beginning of design throughout the entire process of production. STA has taken PMI as one of the assessment indexes to monitor and control novel drug research projects within our platforms. To reduce PMI and promote green chemistry, STA has been promoting and innovating green chemistry across the company through process control and technology applications.

Process management

By controlling the reduction of solvent, the total consumption of solvent would be reduced in the experimentation and production stages to achieve our environmental conservation goal.

Continuously optimize PMI by paying close attention to the development of green chemistry technology and layout of enzymatic catalysis, metallization and continuous manufacturing.

Technology application

Process Management

WuXi AppTec devotes itself to promoting solvent reduction at all management levels and incorporates this goal into each division's operations. With a specific reduction target, each division has been individually exploring the process controlling projects on solvent recycling and efficiency improvements to achieve the overall goal.

During the reporting period, the Chemistry Service Unit of WuXi AppTec initiated projects on the best chemistry case and chose the best reaction conditions in line with the highest first time right rate and high flux filtration to establish green chemical platforms, including enzyme catalytic platform, chemical resolution platform, recrystallization platform and the Flow platform and conduct solvent recycling projects. The consumption of solvent for each person yearly has been cut by 15% even though average deliveries keep rising year over year. Compared with 2016, the usage of petroleum ether for each person has been cut by 51%, and dichloromethane has been reduced by 72%.



³⁰ PMI is the ratio of input of all raw materials to effective product output

Enzymatic Catalysis

The enzyme, an effective biocatalyst, is mainly used for specific complex chemical reactions. Compared with normal catalysts, an enzyme brings more green benefits due to the effectiveness of its small usage doses coupled with high production.

STA had already captured the potential ability of enzymatic catalysis in chemical reactions over ten years ago and established an R&D team to bring about the core process development for green and sustainable development. Meanwhile, WuXi AppTec has been further helping its partners to reduce the cost of R&D and promote efficiency. Recently, STA has continued to invest in enzymatic catalysis.

Technical Reserve

Our laboratory of targeted enzyme evolution data has recorded more than 1,000 kinds of enzymes. STA has grown into a reliable partner that can provide enzyme catalysis service in all aspects by actively converting and producing targeted enzymes.

Production

The 500 litre enzyme fermentation tank located in Jinshan site has already come online.

Two targeted enzyme evolution experiment centers located on Shanghai Waigaoqiao and Jinshan sites will be put into production.



500 Litre Type of Enzyme Fermentation Tank

In the future, we expect that enzymatic catalysis will be used in more reactions, which would greatly reduce the cost of large-scale production and improve efficiency.

Continuous Manufacturing

Traditional scale productions are batch reactions, while continuous manufacturing is rapidly gaining popularity in the industry as a way to improve efficiency and environment performance. Continuous manufacturing involves breaking large reactions into many smaller reactions, then putting the reactions in order of time, and keeping the reaction going in a sealed continuous reaction device. Continuous manufacturing can equip the device flexibly and freely. Immediately after the chemical synthesis is completed, the outflow does not require the extraction and refining process, which may cut down the side reactions and improve efficiency. STA has been working on the layout of continuous manufacturing since 2014 and is one of the few CDMOs that has adopted continuous manufacturing technology. During the reporting period, it had capacity for tons of production.



Continuous Production Equipment

Through the combination of management and technology, STA has successfully achieved the previous PMI target for 2020³¹. STA's PMI has been reduced by 3.77% compared with 2019.

³¹ The PMI goal of 2020: for single production of 10 to 100 kg in one step, PMI<55; for single production over 100kg step, PMI<32



Safety and Business Continuity

Donations

Industry-Wide Collaboration

Features: Joint Efforts to Fight COVID-19

The sudden outbreak of COVID-19 revealed human vulnerability while also underlining human value. Despite the challenges posed by the pandemic, our leadership and executives have been able to effectively manage our operations and ensure the continuity of our business. It is during this time that we doubled down on our core values and demonstrated our care for our employees. In the fight against the pandemic, all employees and the leadership of WuXi AppTec insisted on "doing the right thing, doing it right" and quickly implemented the pandemic prevention policies of both the Company and the governments in countries in which we operate. Our employees worldwide have supported each other with steadfast dedication and firm resolution to win the fighting against COVID-19.

Safety and Business Continuity

When the pandemic began, management worked to ensure that our people were at the forefront of our decision-making. The Company gradually resumed work in order to ensure business continuity, but also maintained focus on the health and safety of our employees.

WuXi AppTec took prompt action at the beginning of the pandemic, issuing a series of guiding policies and systems, including the *Pandemic Prevention Guide*, the *Contingency Plan* and the *Pandemic Control Guidelines*, and developing detailed management measures and technical plans to prevent the pandemic from impacting our operations. Those systems guaranteed the safety and health of our employees as work resumed at the Company's sites. As the pandemic evolved, the Company also adjusted our response measures, to ensure safety of our employees and continuity of our business.

Business Assurance

The outbreak of COVID-19 impacted businesses worldwide to varying degrees. With rich risk management experience and risk contingency plans already in place, WuXi AppTec responded quickly to mitigate possible business and operational risks caused by the pandemic to ensure business continuity.

In accordance with the Company's current Business Continuity Plan (BCP), WuXi AppTec established a pandemic prevention and control system by region and department to provide multichannel communications. In this way, WuXi AppTec quickly implemented local government guidance regarding COVID-19 in different countries and regions, and effectively deployed and implemented anti-pandemic strategies and measures to ensure centralized management and mutual support through cross-regional and cross-departmental cooperation.

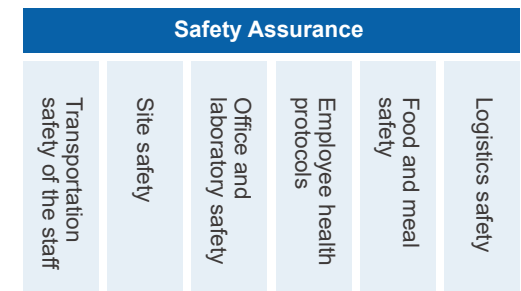


The Company made a concerted effort to develop a series of plans and measures, including the Business Continuity Plan, Employee Transfer Plan and Trans-Provincial Vehicle Chartering Plan for our employees, to bring our employees all over the world back to work while ensuring their health and safety. WuXi AppTec's main sites in China resumed operating on February 12, 2020 (after the Chinese New Year). As of March 2020, all of WuXi AppTec's R&D and productions sites in China had fully resumed work, with an overall return-to-work rate³² of 98%.

WuXi AppTec's performance during the pandemic has been recognized by our employees, our society and the local governments in regions where we operate. For example, WuXi AppTec (Chengdu) Co., Ltd. was awarded the Chengdu Advanced Unit for Resuming Production and Operation of Major Projects - Advanced Unit of Major Projects for its response to the local government's work resumption initiatives.

Safety Guarantee

Ensuring employees' safety was the Company's highest priority when formulating our pandemic prevention and control policies and decisions in 2020. For effectively preventing and controlling the pandemic and responding to the policies in different regions in China, WuXi AppTec formulated targeted pandemic prevention and control actions regarding transportation safety, site safety, office and laboratory safety, employee health protocols, food and meal safety, and logistics safety. These measures included, but were not limited to, free facial masks, free nucleic acid tests, regular bus disinfections, and body temperature checks for employees entering facilities.



³²Return rate refers to the ratio of the number of returned employees to the number of registered employees



Material Security

Pandemic prevention materials and key laboratory resources are important foundations for safeguarding business continuity and employee safety. The pandemic affected not only the normal resumption of work for suppliers, but also global logistics, air transportation and shipping. At the onset of the pandemic, we adjusted our conservation reserve and purchase strategies for key materials, including the development of a 3-6 month reserve of key materials, adoption of new global purchase strategies, and increasing our alternative supplier pools. For example, we purchased more than 3 million qualified facial masks in 2020 for the daily protection of our employees globally and charitable donations in China. Additionally, we reserved 15 key production materials for laboratories and 43 materials for major projects and adjusted our corresponding reserve plans according to the Business Continuity Plan. We also reached agreements with our suppliers to ensure the supply and transportation of key materials.

Our materials supply chain strategy and these joint efforts across the Company enabled us to control our materials supply during the pandemic and successfully deliver on our project commitments.

Coordinated National and International Response in Pandemic Prevention and Control

Our sites in the U.S. and Europe are important parts of WuXi AppTec's global operations and have been under enormous pressure due to the pandemic. The Company set up a team of directors from the main business units and the operation units to lead and coordinate our pandemic prevention and control efforts in these regions. The team held weekly meetings to communicate and make plans for business operations.

As the pandemic evolved, the supply of key materials was of extreme importance as our sites in the U.S. and Europe experienced an increased demand for pandemic prevention and control materials, especially facial masks due to supply shortages in the local markets. To address this problem, we adopted two strategies: to purchase pandemic prevention supplies locally to increase our reserve and to deliver tens of thousands of facial masks to the sites in the U.S. and Europe, thus effectively supporting our employees and their families during the shortage. In order to safeguard business continuity, we adjusted the

reserve of key reagents and consumables for laboratories and ensured materials supply.

To ensure safety across the Company, the sites in the U.S. and Europe took similar pandemic prevention and control measures to those in China, in accordance with local laws and guidelines. These measures included implementing flexible work schedules, checking body temperature for employees entering the Company's facilities, and establishing a system to report any health abnormality among employees. Additionally, a series of pandemic prevention policies and supporting measures were developed and implemented to protect employee benefits.

Global R&D collaboration played an important role in the fight against COVID-19. We quickly replicated effective pandemic prevention and control measures among the Company's sites and mobilized resources from the global market to help sites in short supply.

Donations

WuXi AppTec not only provides support to the healthcare industry through R&D support, but also worked to help to prevent and control the spread of the pandemic around the world by taking quick action to help those in need.

In the face of the sudden outbreak of COVID-19, WuXi AppTec took immediate action. On the first day of the 2020 Chinese New Year, the Online Donation Platform "Peers and Loves" of WuXi AppTec was initiated. According to records, over 19,000 employees made charitable donations through the platform, many of whom also selected the "One-Day-Salary Option" to donate. This particular donation was the fastest, most widespread, and most utilized option for WuXi AppTec's employees. During the reporting period, WuXi AppTec Help Fund assisted 5 employees and their families with severe diseases, donating RMB 728.9 thousand in total.

With the support of our global supply chain network, WuXi AppTec purchased and donated facial masks, protection suits, protective eyewear, disposable gloves, helmets, shoe covers, pulse oximeters and other medical materials for emergency use. We purchased 1,270 thousand medical items within 2 months and over 500 employees volunteered to support donation activities, including following up with hospitals on their needs, dispatching and distributing epidemic prevention materials, and various other voluntary activities. Contributing more than 2,600 hours of hard work, they precisely and quickly delivered medical materials to over 3,700 medical institutions around the world, empowering 200,000 doctors on the front line. In these and other ways, WuXi AppTec demonstrated its dedication to supporting the fight against COVID-19.



Pandemic Prevention Supplies Donation



Junior Employee Efforts to Donate Medical Materials to Frontline Workers



1,270 thousand
purchased medical materials



500+
employee volunteers



precisely and quickly
delivered medical materials to
3,700+
medical institutions around the world

Industry-Wide Collaboration

As a member of the health care industry, WuXi AppTec leveraged its experience and leadership to host seminars featuring our global partners focusing on the industry's collaborative efforts to combat COVID-19.



WuXi Online Forums on COVID-19



In order to encourage global cooperation in the fight against COVID-19, WuXi AppTec made a swift decision to lead a series of online forums on the COVID-19 pandemic entitled "Let Science Lead" and "Harnessing Our Collective Power". The Company believes that these forums provided important opportunities to develop industry and cross-industry collaborations and develop better solutions for the benefit of patients.

The WuXi Online Forums on COVID-19 created a strong platform for nearly 30 leading professionals within industry and academia to provide insights on the diagnosis and the development of diagnostic approach, therapeutics and vaccines for COVID-19. The consecutive online forums on COVID-19 were supported by several global organizations, such as the World Economic Forum, BIO³³ and BIA³⁴, attracting more than 120,000 viewers from nearly 40 countries.

When faced with the outbreak of COVID-19, WuXi AppTec established the enabling platform within one and half months for the R&D of anti-COVID-19 drugs leveraging its capabilities and process management to make contributions in the fight against COVID-19.

Join International Alliance



The outbreak of COVID-19 dramatically impacted the global economy and human lives, highlighting the urgent need to develop therapeutics for the treatment of COVID-19. Aiming to develop a small molecule novel drug that addresses different molecular targets against COVID-19, the COVID-19 International Alliance initiated by Takeda Pharmaceutical, and composed of Gilead, Novartis, Schrodinger and WuXi AppTec, efficiently took their respective areas of expertise and shared resources to accelerate research and development and improve the success rates of novel drug development.

The outbreak and spread of COVID-19 reminded us that our industry has limited approaches to prevent, diagnose and treat diseases, and that drugs need to be able to be developed faster. In order to realize our vision that "every drug can be made and every disease can be treated", we need to address this issue. At present, COVID-19 still impacts lives across the world, meaning that we must continue to work on pandemic prevention and control. Guided by our core value of "doing the right thing, doing it right", WuXi AppTec remains dedicated to contributing to our industry's efforts to conquer COVID-19.

³³ BIO: Biotechnology Innovation Organization

³⁴ BIA: Bio Industry Association

Appendix

Appendix Index Table of HKEx ESG Reporting Guide

Subject Areas, Aspects, General Disclosures and KPIs		Section
A. Environmental		
Aspect A1.	Emissions	
General disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Environmental Protection
KPI A1.1	The types of emissions and respective emissions data.	Environmental Protection: Emissions Management
KPI A1.2	Total greenhouse gas emissions (in tons) and, where appropriate, intensity (e.g., per unit of production volume, per facility).	Environmental Protection: Responding to Climate Change
KPI A1.3	Total hazardous waste produced (in tons) and, where appropriate, intensity (e.g., per unit of production volume, per facility).	Environmental Protection: Emissions Management
KPI A1.4	Total non-hazardous waste produced (in tons) and, where appropriate, intensity (e.g., per unit of production volume, per facility).	Environmental Protection: Emissions Management
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	Environmental Protection: Emissions Management
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Environmental Protection: Emissions Management
Aspect A2.	Use of Resources	
General disclosure	Policies on the efficient use of resources, including energy, water and other raw materials. <i>Note: Resources may be used in production, storage, transportation, buildings, electronic equipment, etc.</i>	Environmental Protection
KPI A2.1	Direct and/or indirect energy consumption by type (e.g., electricity, gas or oil) in total (kWh in '000s) and intensity (e.g., per unit of production volume, per facility).	Environmental Protection: Responding to Climate Change
KPI A2.2	Water consumption in total and intensity (e.g., per unit of production volume, per facility).	Environmental Protection: Responding to Climate Change

Subject Areas, Aspects, General Disclosures and KPIs		Section
A. Environmental		
Aspect A2.	Use of Resources	
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Environmental Protection: Responding to Climate Change
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Environmental Protection: Responding to Climate Change
KPI A2.5	Total packaging material used for finished products (in tons) and, if applicable, with reference to per unit produced.	Environmental Protection: Responding to Climate Change
Aspect A3.	The Environment and Natural Resources	
General disclosure	Policies on minimizing the issuer's significant impacts on the environment and natural resources.	Environmental Protection: Environmental Management
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Environmental Protection: Environmental Management
B. Society		
Employment and Labor Practices		
Aspect B1.	Employ	
General disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Talent Focus
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Talent Focus: Employee Hiring and Diversity
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Talent Focus: Employee Hiring and Diversity
Aspect B2.	Health and Safety	
General disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Talent Focus: Occupational Health and Safety
KPI B2.1	Number and rate of work-related fatalities	Talent Focus: Occupational Health and Safety
KPI B2.2	Lost days due to work injury.	Talent Focus: Occupational Health and Safety
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Talent Focus: Occupational Health and Safety

Subject Areas, Aspects, General Disclosures and KPIs		Section
B. Society		
Employment and Labor Practices		
Aspect B3.	Development and Training	
General disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. <i>Note: Training refers to vocational training. It may include internal and external courses paid by the employer.</i>	Talent Focus: Talent Development
KPI B3.1	The percentage of employees trained by gender and employee category (e.g., senior management, middle management).	Talent Focus: Talent Development
KPI B3.2	The average training hours completed per employee by gender and employee category.	Talent Focus: Talent Development
Aspect B4.	Labor Standards	
General disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	Talent Focus: Employee Hiring and Diversity
KPI B4.1	Description of measures to review employment practices to avoid child and forced labor.	Talent Focus: Employee Hiring and Diversity
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Talent Focus: Employee Hiring and Diversity
Operating practice		
Aspect B5.	Supply Chain Management	
General disclosure	Policies on managing environmental and social risks of the supply chain.	Social Cooperation: Supply Chain Management
KPI B5.1	Number of suppliers by geographical region.	Social Cooperation: Supply Chain Management
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Social Cooperation: Supply Chain Management
Aspect B6.	Product Responsibility	
General disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Responsible Operations Focus on Quality

Subject Areas, Aspects, General Disclosures and KPIs		Section
B. Society		
Operating Practice		
Aspect B6.	Product Responsibility	
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Focus on Quality: Quality Management
KPI B6.2	Number of products and service-related complaints received and how they are dealt with.	Focus on Quality: Service Assurance Focus on Quality: Quality Management
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Focus on Quality: Intellectual Property
KPI B6.4	Description of quality assurance process and recall procedures.	Focus on Quality: Quality Management
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Responsible Operations: Business Information Protection
Employment and Labor Practices		
Aspects B7	Anti-Corruption	
General disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Responsible Operations: Operation Integrity
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Responsible Operations: Operation Integrity
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Responsible Operations: Operation Integrity
Community		
Aspect B8	Community Investment	
General disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Social Cooperation: Investment in Community
KPI B8.1	Focus areas of contribution (e.g., education, environmental concerns, labour needs, health, culture, sport).	Social Cooperation: Investment in Community
KPI B8.2	Resources contributed. (e.g., money or time) to the focus area.	Social Cooperation: Investment in Community

Appendix Contribution to the United Nations Sustainable Development Goals

WuXi AppTec focuses on the Global Sustainable Development Goals (SDGs), practice social responsibility and layout global industries.

Contribution to SDGs	Action-Involving Chapters
	Inclusive Healthcare
	Joint Efforts to Fight COVID-19 Inclusive Healthcare
	Employee Hiring and Diversity
	Benefits and Care Talent Development Occupational Health and Safety
	Focus on Quality
 	Supply Chain Management Inclusive Healthcare Community Investment
	Environmental Protection Supply Chain Management Responsible Operation
	Environmental Protection

Appendix GRI Reference Table

Disclosure of Topics/Items	Description	Location
GRI 101 Basis 2016		About This Report
GRI 102 General Disclosure 2016		
Group Profile		
102-1	Name of the organization	WuXi AppTec Co., Ltd.
102-2	Activities, brands, products, and services	About WuXi AppTec: Scope of Services
102-3	Location of headquarters	Shanghai, China
102-4	Location of operations	About WuXi AppTec: Scope of Services
102-5	Ownership and legal form	Limited Liability Company
102-6	Markets served	About WuXi AppTec: Scope of Services
102-7	Scale of the organization	About WuXi AppTec: Scope of Services
102-8	Information on employees and other workers	Talent Focus: Employee Hiring and Diversity
102-9	Supply chain	Social Cooperation: Supply Chain Management
102-10	Significant changes to the organization and its supply chain	Social Cooperation: Supply Chain Management
102-13	Membership of associations	Social Cooperation: Industry-wide Cooperation
Strategy		
102-14	Statement from senior decision-maker	Message from the Chairman
Ethics and Integrity		
102-16	Values, principles, standards and norms of behavior	ESG Governance: Philosophy and Structure
Management		
102-18	Governance structure	About WuXi AppTec: Corporate Governance
Stakeholder Involvement		
102-40	List of stakeholder groups	ESG Governance: Stakeholder Identification and Communication
102-41	Collective bargaining agreements	Talent Focus: Employee Hiring and Diversity
102-42	Identifying and selecting stakeholders	ESG Governance: Stakeholder Identification and Communication

Disclosure of Topics/Items	Description	Location
GRI 101 Basis 2016		About This Report
GRI 102 General Disclosure 2016		
Stakeholder Involvement		
102-43	Approach to stakeholder engagement	ESG Governance: Stakeholder Identification and Communication
102-44	Key topics and concerns raised	ESG Governance: Analysis of Material Issues
Reporting Practice		
102-45	Entities included in the consolidated financial statements	About This Report About WuXi AppTec: Scope of Services
102-46	Defining report content and topic Boundaries	About This Report
102-47	List of material topics	ESG Governance: Analysis of Material Issues
102-48	Restatements of information	About This Report
102-49	Changes in reporting	ESG Governance: Analysis of Material Issues
102-50	Reporting period	About This Report
102-51	Date of the most recent report	About This Report
102-52	Reporting cycle	About This Report
102-53	Contact point for questions regarding the report	About This Report
102-55	GRI Standards	GRI Reference Table
Substantive Issues		
Economics		
GRI 201 Economic Performance of 2016		
201-1	Economic value directly generated and distributed	About WuXi AppTec: Company Profile
201-3	Defined benefit plan obligations and other retirement plans	Talent Focus: Benefits and Care
GRI 205 Anti-Corruption 2016		
205-1	Operations assessed for risks related to corruption	Responsible Operations: Operation Integrity

Disclosure of Topics/Items	Description	Location
Substantive Issues		
Economics		
GRI 205 Anti-Corruption 2016		
205-2	Communication and training about anti-corruption policies and procedures	Responsible Operations: Operation Integrity
205-3	Confirmed incidents of corruption and actions taken	Responsible Operations: Operation Integrity
GRI 206 Anti-Competitive Behavior of 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Responsible Operations: Operation Integrity
Environment		
GRI 301 Material 2016		
301-1	Materials used by weight or volume	Environmental Protection: Resource Utilization
GRI 302 Energy 2016		
302-1	Energy consumption within the organization	Environmental Protection: Resource Utilization
302-3	Energy intensity	Environmental Protection: Resource Utilization
302-4	Reduction of energy consumption	Environmental Protection: Resource Utilization
302-5	Reductions in energy requirements of products and services	Environmental Protection: Resource Utilization
GRI 303 Water 2016		
303-1	Water withdrawal by source	Environmental Protection: Resource Utilization
303-3	Water recycling and reuse	Environmental Protection: Resource Utilization
GRI 305 Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Environmental Protection: Responding to Climate Change
305-2	Energy indirect (Scope 2) GHG emissions	Environmental Protection: Responding to Climate Change
305-4	GHG emission intensity	Environmental Protection: Responding to Climate Change
GRI 306 Effluents and Waste 2016		
306-1	Water discharge by quality and destination	Environmental Protection: Emissions Management
306-2	Waste by type and disposal method	Environmental Protection: Emissions Management
GRI 307 Environmental Compliance 2016		
307-1	Non-compliance with environmental laws and regulations	Environmental Protection: Emissions Management

Disclosure of Topics/Items	Description	Location
Substantive Issues		
Environment		
GRI 308 Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	Social Cooperation: Supply Chain Management
Society		
GRI 401 Employment 2016		
401-1	New employee hires and employee turnover	Talent Focus: Employee Hiring and Diversity
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Talent Focus: Benefits and Care
401-3	Parental leave	Talent Focus: Benefits and Care
GRI 403 Occupational Health and Safety 2016		
403-2	Types of work-related injuries, rates of work-related injuries, occupational diseases, lost working days, absenteeism, etc	Talent Focus: Occupational Health and Safety
GRI 404 Training and Education 2016		
404-1	Average hours of training per year per employee	Talent Focus: Talent Development
404-2	Programs for upgrading employee skills and transition assistance programs	Talent Focus: Talent Development
404-3	Percentage of employees who undergo regular performance and career development reviews	Talent Focus: Talent Development
GRI 405 Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Talent Focus: Employee Hiring and Diversity
GRI 406 Anti-Discrimination 2016		
406-1	Incident of discrimination and corrective action taken	Talent Focus: Employee Hiring and Diversity

Disclosure of Topics/Items	Description	Location
Substantive Issues		
Society		
GRI 416 Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	Focus on Quality: Service Assurance
416-2	Non-compliance involving health and safety effects of products and services	Focus on Quality: Service Assurance
GRI 417 Marketing and Logo 2016		
417-1	Requirements for product and service information and labeling	Responsible Operations: Responsible Marketing
417-2	Incidents of non-compliance concerning product and service information and labeling	Responsible Operations: Responsible Marketing
417-3	Incidents of non-compliance concerning marketing communications	Responsible Operations: Responsible Marketing
GRI 418 Customer's Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Responsible Operations: Business Information Protection

Appendix List of Laws, Regulations and Internal Polices

Chinese laws and regulations	<i>Company Law of the People's Republic of China</i>
	<i>Securities Law of the People's Republic of China</i>
	<i>Criminal Law of the People's Republic of China</i>
	<i>Anti-Unfair Competition Law of the People's Republic of China</i>
	<i>Law of the People's Republic of China on Donations for Public Welfare Undertakings</i>
	<i>Advertising Law of the People's Republic of China</i>
	<i>Guidelines for the Development of the Ethics Review Committee for Clinical Research Involving Human Beings</i>
	<i>Ethical Examination Measures for Biomedical Research Involving Human Beings</i>
	<i>Guidance for the Ethical Review of Pharmaceutical Clinical Trials</i>
	<i>Regulations on the Administration of Experimental Animals</i>
	<i>Administration Measures of Experimental Animals in Jiangsu Province</i>
	<i>Shanghai Administrative Measures of Experimental Animals</i>
	<i>Labor Law of the People's Republic of China</i>
	<i>Labor Contract Law of the People's Republic of China</i>
	<i>Employment Promotion Law of the People's Republic of China</i>
	<i>Special Provisions on the Labor Protection of Female Employees</i>
	<i>Law of the People's Republic of China on the Protection of Minors</i>
	<i>Environmental Protection Law of the People's Republic of China</i>
	<i>Energy Conservation Law of the People's Republic of China</i>
	<i>Law of the People's Republic of China on the Prevention and Control of Water Pollution</i>
<i>Law of the People's Republic of China on the Prevention of Air Pollution</i>	
<i>Law of the People's Republic of China on the Prevention and Control of Environmental Pollution of Solid Waste</i>	

Chinese laws and regulations	<i>Law of the People's Republic of China on the Prevention and Control of Soil Pollution</i>
	<i>Law of the People's Republic of China on the Prevention and Control of Pollution from Environmental Noise</i>
	<i>Shanghai Domestic Waste Management Regulation</i>
European and American laws and regulations	<i>Foreign Corrupt Practices Act in the U.S.</i>
	<i>Federal Trade Commission Act in the U.S.</i>
	<i>The Truth in Advertising Act in the U.S.</i>
	<i>The General Data Protection Regulation in the EU</i>
	<i>The Animal Welfare Act in the U.S.</i>
	<i>Public Health Service Policy on Humane Care and Use of Laboratory Animals in the U.S.</i>
	<i>Guidelines for the Euthanasia of Animals 2020 in the U.S.</i>
	<i>Uniformed Services Employment and Reemployment Rights Act in the U.S.</i>
	<i>Employee Rights for Workers with Disabilities Paid at Special Minimum Wages in the U.S.</i>
	<i>Pay Transparency Nondiscrimination Provision in the U.S.</i>
	<i>The Energy Policy Act of 2005 in the U.S.</i>
	<i>The Clean Water Act in the U.S.</i>
<i>The Clean Air Act in the U.S.</i>	
<i>The Solid Waste Disposal Act in the U.S.</i>	
Internal policy	<i>Code of Business Conduct and Ethics</i>
	<i>Responsible Marketing Policy</i>
	<i>WuXi AppTec Employee Information Security Policy</i>
	<i>Employee Diversity Policy</i>
	<i>Environment, Social and Governance Rules</i>
<i>Supplier Code of Conduct</i>	

Internal policy	<i>Sustainable Supply Chain Policy</i>
	<i>Articles of Association</i>
	<i>Internal Audit Policy</i>
	<i>Rules of Procedure of the Environmental, Social and Governance Committee</i>
	<i>WuXi AppTec Reward and Punishment Management Policies</i>
	<i>WuXi AppTec Compliance and Anti-Corruption Incentive Fund Policy</i>
	<i>EHS Reward and Punishment Regulations</i>
	<i>WuXi AppTec Information Disclosure Policy</i>
	<i>WuXi AppTec Anti-Corruption Policy</i>
	<i>WuXi AppTec Report and Investigation Policy</i>
	<i>Compliance Guidelines</i>
	<i>Guidelines of the Compliance and Anti-Corruption Award Fund</i>
	<i>Engineering Audit Policy</i>
	<i>Management Guidelines for Supply Chain Procurement Policy and Procedures</i>
	<i>External Communication Policy</i>
	<i>Guidelines on Marketing Activities</i>
	<i>Guidelines on WuXi AppTec Live Studio Management</i>
	<i>Customer Complaint Management Guidelines</i>
	<i>WuXi AppTec IT Account Authority Policy</i>
	<i>WuXi AppTec IT Office Configuration Service Policy</i>
	<i>Basic Requirements for IT Information Security Management</i>
	<i>IT System Training Management Rules</i>
	<i>Information Security Incident Management Rules</i>
	<i>IT Information Security Risk Assessment Management Rules</i>
	<i>Management System of Access Cards and Keys</i>
	<i>Regulations on the Access Control of Personnel and Vehicles in the Company's Parks</i>
	<i>WuXi AppTec Trade Secrets Compliance Management Policy</i>
	<i>Quality Manual</i>
	<i>Validation Manual</i>
	<i>Complaints Management Procedure</i>
	<i>Product Recall</i>
	<i>Regulations on Customer Service</i>
	<i>Policy on Customer Satisfaction in Visiting Reception</i>

Internal policy	<i>Intellectual Property Handbook</i>
	<i>Regulations on Knowledge-related Risk Management and Dispute Settlement</i>
	<i>Measures for the Administration of Employee Recruitment</i>
	<i>WuXi AppTec Employees Manual</i>
	<i>Regulations on the Management of Employee Change and Dismissal</i>
	<i>WuXi AppTec Compensation and Benefits Management Policy</i>
	<i>Measures for the Administration of Attendance and Holiday of Employees</i>
	<i>Employee Performance Management Policy</i>
	<i>WuXi AppTec Employee Promotion Management Policy</i>
	<i>EHS Policies, Organizational Structures and Responsibility Policy</i>
	<i>Industrial Health (Occupational Health) Policy</i>
	<i>Occupational Hazard Factor Control Procedures</i>
	<i>Regulations on Occupational Health Monitoring and Protection</i>
	<i>Regulations on Safety Risk Assessment</i>
	<i>EHS Training and Evaluation Policy</i>
	<i>EHS Inspection and Audit Guidelines</i>
	<i>Regulations on EHS Accident Report and Investigation</i>
	<i>Fire Safety Rules</i>
	<i>Chemicals Safety Regulations</i>
	<i>WuXi AppTec Procurement Policy and Process Management Method</i>
	<i>Donation and Sponsorship Policy of WuXi AppTec</i>
	<i>Protocol of Environment Protection Management Rules</i>
	<i>EHS Accident or Incident Reporting and Investigation Policy</i>
	<i>Environment Management Manual</i>
	<i>Contingency Plan for Environmental Emergency</i>
	<i>Resource Policies</i>
	<i>Electricity Device Rules</i>
	<i>Wastewater Disposing System Operation Management</i>
	<i>Waste Pretreatment, Classification, Collection, and Transfer Management Policy</i>
	<i>Waste Management Procedure</i>
	<i>Pandemic Prevention Guide</i>
	<i>Contingency Plan for Fighting Pandemic</i>
	<i>Pandemic Control Guideline</i>



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