

WuXi AppTec Co., Ltd.

Diversity, Equity & Inclusion Policy

Overview

This policy was created in accordance with the WuXi AppTec Co., Ltd.'s (the "Company" or "we") *Code of Business Conduct* to promote a corporate culture that values and fosters a diverse workforce, as allowed under local law. We aim to create an environment where everyone can feel welcome, respected and valued regardless of race, color, gender, age, religion, national origin, disability, marital status, veteran status, sexual orientation, gender identification or any other classification protected by law.

Scope

This policy applies to every full-time and part-time employees and contractors, as well as temporary staffs, of the Company and each of its subsidiaries (unless otherwise indicated, are together referred to hereafter as "personnel"). All personnel have the responsibility to support and promote a diverse workforce in accordance with relevant local law.

The policy is applicable but not limited to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; layoffs and terminations, as compliant with relevant laws.

Our Governance

We have established a Board-level Environmental, Social, and Governance (ESG) Committee, which is responsible for the formulation, management, supervision and implementation of the Company's diversity, equity and inclusion (DEI) strategy. Management and the Human Resources department will work together to embed our DEI policy into the business operations, conduct legally compliant training on DEI policy for all personnel, promote the implementation of DEI programs, and report DEI performance to the ESG Committee regularly.

This Policy has been reviewed by the ESG Committee to ensure its applicability for guiding our global DEI position. Our Board of Directors regularly reviews the Company's policies, programs and practices to ensure that management implements them universally.

Recruitment of Talent from Diverse Backgrounds

The Company commits to taking concrete action to recruit and attract talent from a wide range of backgrounds and hire individuals in a fair, equitable and legally compliant

manner. To develop and foster a diverse workforce through legally compliant means, the Company requires that on average at least one candidate on the interview lists for positions at director position or above is diverse. The Company's strategy to work toward this target includes an inclusive candidate sourcing strategy and diverse interview panels.

Promote a DEI Corporate Culture

We believe that with a diverse workforce, we will employ top talent and be able to better serve the needs of our global customer base. The Company will provide material benefits to facilitate a diverse workplace, including paid nursing leave, flexible working hours, paid holidays above statutory minimums etc.

The Company will take steps to enhance all personnel's DEI awareness, acceptance of colleagues from different backgrounds, and cooperation with all colleagues to create a workplace where personnel feel safe and are valued. All personnel will be required to complete diversity, equity and inclusion training designed with a critical focus on unconscious bias, its effects and ways to mitigate and remove it.

The Company will promote an equal and fair workforce development program and will make hiring decisions, promotional decisions, compensation decisions, and other decisions affecting the terms and conditions of employment solely on performance, regardless of race, color, gender, age, religion, national origin, disability, sexual orientation, gender identity, marital status, veteran status, or any other classification protected by law.

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

Employee Engagement and Continuous Improvement

The Company will annually conduct internal surveys and evaluations to measure employee satisfaction. The Company will consider employee feedback from these surveys when evaluating and changing the company's competitive benefit packages, formalized trainings and development programs.

Channels for Reporting Policy Violations

The Company encourages personnel to use established Company channels to report violations of this DEI policy. We are committed to keeping information from whistleblowers as confidential as possible and will always protect whistleblowers from retaliation of any form.

The Internal Audit department and Human Resource department will respond in a timely manner upon receiving a reported violation. All alleged violations will be taken seriously and investigated, and feedback will be provided to the reporting individual in a timely manner. If the reported violation is substantiated, corrective action will be taken as necessary.

Personnel have several options to report potential violations:

- Speak with local management or the Human Resources department
- Submit concerns via email at InternalAudit@wuxiapptec.com
- Report concerns anonymously through our global 24/7 toll-free hotlines

Related Policies

This Policy is to be read and applied in conjunction with the Company's documented procedures and other applicable Company policies, but directly with the Company's *Code of Business Conduct*.

The first version takes effect in March 2021, and this is the second version of the Diversity, Equity & Inclusion policy updated in October 2022, and it supersedes all previous versions.