

商业行为准则

CODE OF BUSINESS CONDUCT AND ETHICS

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1 总则 GENERAL PROVISIONS

1.1 公司简介 Company Introduction

药明生物（股票代码：2269.HK）作为一家香港上市公司，是全球领先的开放式、一体化生物制药能力和技术赋能平台。公司为全球生物制药公司和生物技术公司提供全方位的端到端研发服务，帮助任何人、任何公司发现、开发及生产生物药，实现从概念到商业化生产的全过程，加速全球生物药研发进程，降低研发成本，造福病患。

WuXi Biologics (stock code: 2269.HK), a Hong Kong-listed company, is a leading global open-access biologics technology platform offering end-to-end solutions to empower organizations to discover, develop, and manufacture biologics from concept to commercial manufacturing. The company's history and achievements demonstrate its commitment to providing a truly ONE-stop service offering and strong value proposition to its global clients.

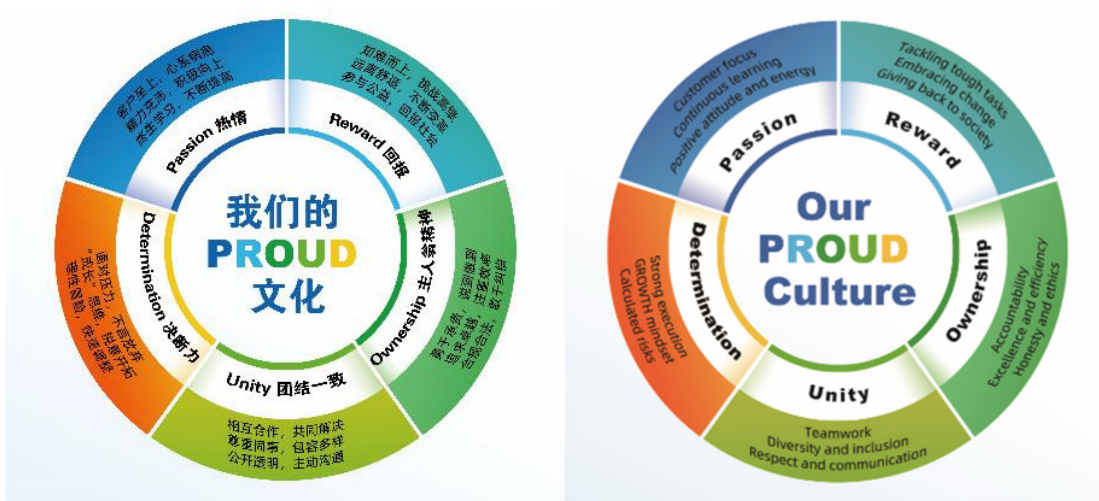
1.2 公司 PROUD 文化 Our PROUD Culture

我们的愿景是成为全球生物制药行业最高、最宽和最深的能力和平台，让天下没有难做的药，难治的病。

We believe every drug can be made and every disease can be treated by building an open-access platform with the most comprehensive capabilities and technologies in the global biologics industry.

一路走来，我们已形成了自己独特的文化。

Having coming a long way, we've developed our unique culture.



1.3 公司合规组织架构 Compliance Structure

在公司董事会审计委员会的监督下，公司已形成由首席执行官牵头，由法务、内审、风控、人力资源部及业务部门支持的多部门联动的合规管理机制，由上而下负责公司合规体系的完善。

Supervised by the BOD Audit Committee, a joint compliance mechanism lead by CEO, supported by Legal, Internal Audit, Risk Management, HR and business units has been established to work on and improve the Company's compliance program.

1.4 目的 Purpose

为规范公司的商业行为要求，确定公司政策、诚信标准和指导原则特制定本准则(“准则”)。本准则旨在促进公司所有业务的开展符合高诚信标准和所有适用法律法规，并阻止不当行为。

The Code of Business Conduct and Ethics (hereinafter referred to as the “Code”) is designed to standardize the requirements of the Company's business conduct and to define the Company's policies, integrity standards and guidelines and promote compliance with high standards of integrity and all applicable laws and regulations in all the conduct of the Company's business, and to prevent misconduct.

1.5 适用范围 Applicable Scope

本准则适用于 WuXi Biologics (Cayman) Inc. (“公司”)及其全球范围内控股的子公司及关联公司。公司的全体董事、管理层和普通员工，包括全职、兼职、顾问、受公司委托授权行事的人员以及临时人员(以下统称“员工”)都需要遵守本准则。本准则的某些条款特别适用于本公司的首席执行官、首席财务官、其他执行官、高级副总裁、副总裁以及为本公司履行类似职能的任何其他人士。

This Code shall be applicable to WuXi Biologics (Cayman) Inc. (the “Company”) and its worldwide holding subsidiaries and affiliated companies. All directors, officers and employees of the Company, whether they work for the Company on a full-time, part-time, consultative, delegated or temporary basis (each, an “employee” and collectively, the “employees”) are required to comply with the Code. Certain provisions of the Code apply specifically to our Chief Executive Officer, Chief Financial Officer, other Chief Officers, Senior Vice Presidents, Vice Presidents and any other persons who perform similar functions for the Company (each, a “senior officer,” and collectively, the “senior officers”).

1.6 审计

内审部门会定期对公司，包括其全球范围内控股的子公司及关联公司，执行本准则的情况进行审计。对高风险的公司的审计至少三年一次，低风险公司至少五年一次。

Internal Audit regularly audits the Company and its worldwide holding subsidiaries and affiliated companies on their compliance with the Code. The audit must be done at least once

