

WuXi Biologics Environment, Health & Safety (EHS) Policy

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

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

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

* 生效日期/Effective date : 2023 年 07 月/July 2023

药明生物环境、健康、安全方针

药明生物的使命是通过开放式、一体化的生物制药技术平台，加快和变革全球生物药发现、开发和生产进程，赋能全球合作伙伴，造福广大病患。我们坚信员工的健康和安全、环境保护和可持续发展，是我们使命不可分割的重要组成部分。基于此，公司环境、健康和安全的方针为我们建立了行动框架，并向我们的员工、外部合作伙伴、利益相关方和公众承诺：

- 在公司运营活动中遵守所有适用的环境、健康和安全的（以下简称EHS）法律、法规和公司EHS标准的要求，并遵循相关行业实践。
- 设定定量EHS目标，借助管理系统识别危害，设定优先级，制定方案，并持续改进，从而有效管控EHS风险。
- 每位员工对预防事故发生，避免健康风险和减少环境污染负有不可推卸的责任。
- 为公司员工、承包商、访客及所在社区创建一个健康、安全和环境友好的工作场所。
- 秉承负责任的经营理念，保护环境和追求可持续发展，提升自然资源、能源和水的利用率，减少危险废弃物排放，并力图减少我们的运营、产品和服务所带来的负面环境影响。
- 将EHS管理纳入整体业务策略中，包括运营、产品和服务、经销和物流、尽职调查、兼并和收购。
- 与合作伙伴、供应商和承包商分享此方针，并据此对供应商和承包商进行审核。
- 在环境、健康和安全的方面，我们强调透明度，并与内外利益相关方保持对话。

本环境、健康和安全的方针在制定过程中已征求员工代表意见，并将通过EHS管理和保障体系予以实施。本方针适用于药明生物公司的所有业务和所有员工，我们将其公开分享以供所有利益相关方查阅，并为员工提供教育、技能和培训以遵守此方针。



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环境、社会及管治委员会主席

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