

WuXi AppTec Co., Ltd. Ethical Marketing Policy

Our Position

WuXi AppTec Co., Ltd. ("WuXi AppTec", "the Company" or "we") adheres to the principle of responsible and ethical marketing and strictly complies with relevant laws, regulations, and ethical standards when communicating, promoting, and marketing our services to stakeholders. Our *Ethical Marketing Policy* ("this Policy") has been reviewed by the Environment, Social and Governance (ESG) Committee to ensure its consistency with our [Code of Business Conduct](#). This Policy applies to all employees and marketing activities of the Company and its subsidiaries.

Our Commitments

- Adhere to applicable marketing laws, regulations, and industry standards in regions where we operate.
- Ensure that marketing activities deliver accurate and clear information, minimizing the possibility of customers and other relevant stakeholders misunderstanding about our services.
- Maintain the highest standards of ethical conduct in all business interactions with customers and other relevant stakeholders, ensuring integrity is upheld throughout.
- Ensure the implementation of comprehensive privacy protection measures to safeguard customers' privacy from any potential infringements.
- We take any reports of misconduct seriously, and promptly initiate investigations and implement necessary corrective measures. Furthermore, we maintain a zero-tolerance policy towards any form of retaliation, ensuring a safe and supportive environment for whistleblowers.

Our Governance

The Company has internal policies and management procedure to ensure compliance with ethical marketing policies in practice. The head of each department or business operation has the primary responsibility for marketing activities, conducting comprehensive reviews and approvals of marketing activities. Furthermore, we also have cross-departmental teams dedicated to providing professional guidance and comprehensive supervision of marketing behaviors, and working collaboratively to ensure the marketing activities are conducted within the framework of compliance. Meanwhile, the Company establishes and improves relevant policies to enhance the overall awareness of ethical marketing among all employees through regular trainings.