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WUXI APPTEC CO., LTD.*
無錫藥明康德新藥開發股份有限公司

(A joint stock company incorporated in the People's Republic of China with limited liability)
(Stock Code: 2359)

- (1) PROPOSED RE-ELECTION OF EXECUTIVE DIRECTORS AND NON-EXECUTIVE DIRECTORS;**
- (2) PROPOSED DIRECTORS' REMUNERATION;**
- (3) PROPOSED RE-ELECTION OF SHAREHOLDER REPRESENTATIVE SUPERVISORS; AND**
- (4) PROPOSED SUPERVISORS' REMUNERATION**

PROPOSED RE-ELECTION OF EXECUTIVE DIRECTORS AND NON-EXECUTIVE DIRECTORS

In accordance with Article 138 of the articles of association of the Company (the “**Articles of Association**”), the term of office of each of the directors of the Company (the “**Directors**”) is three years. Upon expiry of such terms, the Directors, if eligible, may offer themselves for re-election. The term of office of the second session of the Board will expire on May 15, 2023. All members of the second session of the Board will continue to fulfill their respective responsibilities in accordance with the relevant laws and regulations as well as the Articles of Association on the number of Directors and the composition of the Board, until the re-election and/or election of Directors for the third session of the Board is completed at the upcoming annual general meeting to be convened by the Company (the “**AGM**”).

All the current executive and non-executive Directors being eligible for re-election, will offer themselves for re-election at the AGM.

In accordance with the Articles of Association, the Board proposed the nomination for re-election of:

- (i) Dr. Ge Li (李革博士) (“**Dr. Li**”), Mr. Edward Hu (胡正國先生) (“**Mr. Hu**”), Dr. Steve Qing Yang (楊青博士) (“**Dr. Yang**”), Dr. Minzhang Chen (陳民章博士) (“**Dr. Chen**”), Mr. Zhaohui Zhang (張朝暉先生) (“**Mr. Zhang**”) and Dr. Ning Zhao (趙寧博士) (“**Dr. Zhao**”) as executive Directors of the third session of the Board; and
- (ii) Mr. Xiaomeng Tong (童小蒙先生) (“**Mr. Tong**”) and Dr. Yibing Wu (吳亦兵博士) (“**Dr. Wu**”) as non-executive Directors of the third session of the Board.

The term of office of each of the executive and non-executive Directors shall be three years commencing from the approval of their election by the shareholders of the Company (the “**Shareholders**”) at the AGM.

Pursuant to the letters of appointment entered into between the Company and Dr. Li, Mr. Hu, Mr. Zhang, Dr. Zhao, Mr. Tong and Dr. Wu each dated November 26, 2018, the letter of appointment entered into between the Company and Dr. Yang dated May 15, 2020 and the letter of appointment entered into between the Company and Dr. Chen dated May 6, 2022, upon expiry of the term of office, their appointments will automatically be extended to a new term of office upon their re-election being approved by the Shareholders at the AGM. In addition, the remuneration of Dr. Li, Mr. Hu, Dr. Yang, Dr. Chen, Mr. Zhang, Dr. Zhao as executive Directors, and Mr. Tong and Dr. Wu as non-executive Directors shall be in line with the remuneration for the Directors for the third session of the Board to be approved by the Shareholders at the AGM (as further particularized below).

The biographical details of the abovementioned executive and non-executive Directors proposed for re-election at the AGM are set out as follows:

Executive Directors

Dr. Ge Li (李革), aged 56, is the chairman and chief executive officer of the Company.

From 1993 to 2000, Dr. Li was a founding scientist and director of research at Pharmacopeia Inc. in the United States. Since 2000, he has been serving in the Company (including its predecessor), and has served in roles including the chairman, president and chief executive officer of the Company. He also concurrently serves as the chairman and non-executive director of WuXi Biologics (Cayman) Inc. (2269.HK).

Dr. Li obtained a bachelor's degree in chemistry from Peking University in the PRC. He also obtained a Ph.D. degree in organic chemistry from Columbia University in the United States.

Dr. Li is the spouse of Dr. Zhao.

As at the date of this announcement, Dr. Li was deemed to be interested in an aggregate of 651,871,154 A Shares held by the corporations controlled by him through which he holds his interests, and the parties acting in concert with him whom he holds his interests jointly with, and was deemed to be interested in an aggregate of 770,172 H Shares held by him and his spouse, Dr. Zhao, within the meaning of Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Honk Kong) (the "SFO").

Mr. Edward Hu (胡正國), aged 60, is the vice chairman and global chief investment officer of the Company, the chairman and chief executive officer of WuXi Advanced Therapies.

From 1983 to 1985, Mr. Hu worked as an engineer at the scientific instrument factory of Hangzhou University. From 1988 to 1989, he was a manager at China Daheng Group, Inc. (中國大恒公司). From 1989 to 1990, he worked as an engineer at Jurid Bremsbrag GmbH in Germany. From 1996 to 1998, he served as a senior financial analyst of Merck in the United States. From 1998 to 2000, he was a business planning manager at Biogen Inc. (BIIB.NASDAQ) in the United States. From 2000 to 2007, he held various positions at Tanox, Inc. (TNOX.NASDAQ) in the United States, including chief financial officer, vice president of operations, senior vice president and chief operating officer. Since 2007, he has been serving in the Company (including its predecessor), and has served in roles including standing vice president and chief operating officer, chief financial officer, co-chief executive officer, vice chairman, global chief investment officer of the Company, and the chairman and chief executive officer of WuXi Advanced Therapies.

Mr. Hu also serves as a non-executive director of CStone Pharmaceuticals (2616.HK) and a non-executive director of CANbridge Pharmaceuticals Inc. (1228.HK). In the past three years, Mr. Hu was a director of WuXi Biologics (Cayman) Inc. (2269.HK), Viela Bio, Inc. (VIE.NASDAQ) and Ambrx Biopharma Inc. (AMAM.NYSE).

Mr. Hu obtained a bachelor's degree in physics from Hangzhou University, currently known as Zhejiang University (浙江大學), in the PRC. He also obtained a master's degree in chemistry and a master's degree in business administration from Carnegie Mellon University in the United States, respectively.

As at the date of this announcement, Mr. Hu was deemed to be interested in an aggregate of 283,314 A Shares and 327,488 H Shares held by him and his spouse, Ms. Wendy J. Hu within the meaning of Part XV of the SFO.

Dr. Steve Qing Yang (楊青), aged 54, is an executive Director and co-chief executive officer of the Company.

From 1997 to 1999, Dr. Yang worked as a senior strategic consulting advisor of Strategic Decisions Group, a strategic consulting firm based in the United States. From 1999 to 2001, he served as a senior director of the corporate strategy and development at IntraBiotics, a United States biotech company. From 2001 to 2006, he was the head of the global research and development strategic management department and executive officer of Pfizer Inc. in the United States. From 2007 to 2010, he served as the president of research and development in Asia and vice president of global research and development of Pfizer Inc. (PFE.NYSE) in the United States. From 2011 to 2014, he was the vice president of Asia and Emerging Markets iMed Research and Development (亞洲及新興市場創新醫藥研發) of AstraZeneca (AZR.NYSE) in the United Kingdom. Since 2014, he has been serving in the Company (including its predecessor), and has served as vice president and chief operating officer, chief business officer and chief strategy officer, co-chief executive officer and executive Director of the Company.

Dr. Yang obtained a bachelor's degree from Michigan Technological University in the United States and a Ph.D. degree in pharmaceutical chemistry from University of California, San Francisco in the United States.

As at the date of this announcement, Dr. Yang was interested in 213,554 A Shares and 306,757 H Shares within the meaning of Part XV of the SFO.

Dr. Minzhang Chen (陳民章), aged 53, is an executive Director and co-chief executive officer of the Company.

Dr. Chen has over 20 years of experience in new drug research and development and production management. Prior to joining the Company, he served as the chief researcher of the chemistry department of Schering-Plough Research Institute (先靈葆雅研究所) and the head of the technical operation department of Vertex Pharmaceuticals Inc. Since 2008, he has been serving in the Company (including its predecessor), and has served as a director and chief executive officer of SynTheAll Pharmaceutical, a subsidiary controlled by the Company, and as vice president, co-chief executive officer and executive Director of the Company.

Dr. Chen obtained a bachelor's degree in chemistry from Peking University (北京大學) in the PRC. He also obtained a Ph.D. degree in organic chemistry from University of Minnesota in the United States.

As at the date of this announcement, Dr. Chen was interested in 146,180 A Shares and 439,240 H Shares within the meaning of Part XV of the SFO.

Mr. Zhaohui Zhang (張朝暉), aged 53, is an executive Director, vice president and China chief operating officer of the Company.

From 1991 to 1993, he worked as an engineer at Wuxi Grinder Machinery Research Institute (無錫磨床機械研究所). From 1993 to 1995, he served as assistant to general manager of Jiangsu Yinling Group (江蘇省銀鈴集團). From 1995 to 1998, he was the vice president of Yinling Group (銀鈴集團), a United States company. From 1998 to 2000, he was the chief executive officer of Wuxi Qingye Investment Consultancy Limited (無錫青葉企業投資諮詢有限責任公司). Since 2000, he has been serving in the Company (including its predecessor), and has served in roles including senior vice president of operations and domestic market, China chief operating officer and executive Director of the Company.

Mr. Zhang obtained a bachelor's degree in mechanical and electrical engineering from Jiangnan University (江南大學) in the PRC and a master's degree in business administration from China Europe International Business School in the PRC.

As at the date of this announcement, Mr. Zhang was deemed to be interested in an aggregate of 651,871,154 A Shares held by the corporations controlled by him through which he holds his interests, and the parties acting in concert with him whom he holds his interests jointly with, and was interested in 170,992 H Shares held by him within the meaning of Part XV of the SFO.

Dr. Ning Zhao (趙寧), aged 56, is an executive Director and vice president of the Company.

From 1995 to 1996, Dr. Zhao worked as a scientist at Wyeth Pharmaceuticals, Inc. From 1996 to 1999, she served as a senior scientist and research supervisor at Pharmacoepia Inc. From 1999 to 2004, she worked as a senior scientist and department head at Bristol-Myers Squibb Co. (美國施貴寶製藥公司). Since 2004, she has been serving in the Company (including its predecessor), and has served as the person-in-charge and vice president of the analytical business department, chief advisor of analytical operation platform, senior vice president of operations and human resources and executive Director of the Company. Dr. Zhao has concurrently been serving as a non-executive director of WuXi Biologics (Cayman) Inc. (2269.HK).

Dr. Zhao obtained a bachelor's degree in chemistry from Peking University in the PRC. She also obtained a Ph.D. degree in organic chemistry from Columbia University in the United States.

Dr. Zhao is the spouse of Dr. Li.

As at the date of this announcement, Dr. Zhao was deemed to be interested in an aggregate of 651,871,154 A Shares held by her spouse Dr. Li through the corporations controlled by him, and the parties acting in concert with her whom she holds her interests jointly with, and was deemed to be interested in an aggregate of 770,172 H Shares held by her and her spouse, Dr. Li, within the meaning of Part XV of the SFO.

Non-executive Directors

Mr. Xiaomeng Tong (童小幪), aged 49, is a non-executive Director of the Company.

From 1998 to 2000, he served as an investment analyst at Morgan Stanley & Co. International plc. From 2000 to 2008, he served as a managing director and joint head of Greater China District of General Atlantic. From 2008 to 2011, he served as a managing director and head of Greater China District of Providence Equity Partners. Since May 2011, he has been serving as a managing partner of Boyu Capital Advisory Company Limited (博裕投資顧問有限公司). Mr. Tong has concurrently been serving as an independent non-executive director of Alibaba Pictures Group Limited (1060.HK).

Mr. Tong obtained a bachelor's degree in economics from Harvard University in the United States.

Dr. Yibing Wu (吳亦兵), aged 55, is a non-executive director of the Company.

From 1996 to 2008, he worked with McKinsey & Company, where he was a global senior director, senior partner, the head of Asia Pacific M&A practice and general manager of Beijing office. From 2008 to 2009, he served as the standing vice president of Legend Holdings Co., Ltd. From 2009 to 2013, he served as the president of CITIC Private Equity Funds Management Co., Ltd. Since October 2013, he has been serving as a member of the global executive committee, joint head of technology & consumer department, joint head of enterprise development group (China) and the head of China of Temasek International Pte. Ltd. Since January 2014, he has been serving as a director and general manager of Temasek Holdings Advisors (Beijing) Co., Ltd. Dr. Wu has concurrently been serving as a non-executive director of WuXi Biologics (Cayman) Inc. (2269.HK).

Dr. Wu obtained a bachelor's degree in molecular biology from University of Science and Technology of China (中國科學技術大學) in the PRC and a Ph.D. degree in biochemistry and molecular biology from Harvard University in the United States.

Save as disclosed above, there are no other matters in relation to the proposed re-election of Dr. Li, Mr. Hu, Dr. Yang, Dr. Chen, Mr. Zhang and Dr. Zhao as executive Directors and Mr. Tong and Dr. Wu as non-executive Directors which would require disclosure under Rule 13.51(2) of the Rules Governing the Listing of Securities of The Stock Exchange of Hong Kong Limited or matters which ought to be brought to the attention of the Shareholders.

Ordinary resolutions will be proposed at the AGM for the Shareholders to consider and approve the proposed re-election of Dr. Li, Mr. Hu, Dr. Yang, Dr. Chen, Mr. Zhang and Dr. Zhao as executive Directors of the third session of the Board; and Mr. Tong and Dr. Wu as non-executive Directors of the third session of the Board.

PROPOSED DIRECTORS' REMUNERATION

At the thirty-sixth meeting of the second session of the Board, the Board has resolved the proposed Directors' remuneration as follows.

For Directors of the third session of the Board who hold positions in the Company, his/her remuneration shall be determined by the existing remuneration package of his/her positions at the Company. For Directors of the third session of the Board who do not hold positions in the Company, he/she shall not receive any remuneration. The annual allowance for independent non-executive Directors of the third session of the Board shall be RMB400,000 (before tax). If the independent non-executive Director worked less than one year, his/her remuneration shall be calculated on a pro-rata and daily basis. The Company shall reimburse the independent non-executive Directors of the third session of the Board all necessary and actual expenses in relation to the participation of Board meetings, the general meetings of Shareholders and the exercise of their functions and powers in accordance with the relevant provisions of the Company Law of the PRC and the Articles of Association.

An ordinary resolution will be proposed at the AGM for the Shareholders to consider and approve the remuneration of the Directors for the third session of the Board.

PROPOSED RE-ELECTION OF SHAREHOLDER REPRESENTATIVE SUPERVISORS

In accordance with Article 202 of the Articles of Association, the term of the office of each of the supervisors of the Company (the “**Supervisors**”) is three years. Upon expiry of such term, the Supervisors, if eligible, may offer themselves for re-election. The term of office of the second session of the supervisory committee of the Company (the “**Supervisory Committee**”) will expire on May 15, 2023. All members of the second session of the Supervisory Committee will continue to fulfill their respective responsibilities in accordance with the relevant laws and regulations as well as the Articles of Association on the number of Supervisors and the composition of the Supervisory Committee, until the re-election and/or election of Supervisors for the third session of the Supervisory Committee is completed at the AGM.

All the current Shareholder representative Supervisors being eligible for re-election, will offer themselves for re-election at the AGM.

In accordance with the Articles of Association, the Supervisory Committee proposed the nomination for re-election of Mr. Harry Liang He (賀亮先生) (“**Mr. He**”) and Mr. Baiyang Wu (吳柏楊先生) (“**Mr. Wu**”) as candidates of Shareholders representative Supervisors.

In addition, Ms. Minfang Zhu (朱敏芳女士) (“**Ms. Zhu**”) will be proposed for re-election as an employee representative Supervisor at the employee meeting to be convened by the Company, which is not subject to the approval by the Shareholders at the AGM according to relevant provisions of the Articles of Association.

The term of office of each of the Shareholder and employee representative Supervisor shall be three years commencing from the approval of their election by the Shareholders at the AGM and at the employee meeting of the Company, respectively.

Pursuant to the letter of appointment entered into between the Company and Mr. He dated November 28, 2018 and the letter of appointment entered into between the Company and Mr. Wu date August 31, 2020, upon expiry of the term of office, their appointments will automatically be extended to a new term of office upon their re-election being approved by the Shareholders at the AGM. Pursuant to the letter of appointment entered into between the Company and Ms. Zhu dated November 28, 2018, upon expiry of the term of office, her appointment will be automatically be extended to a new term of office upon her re-election being approved at the employee meeting of the Company. In addition, Supervisors’ remuneration shall be in line with remuneration of the Supervisors for the third session of the Supervisory Committee to be approved by the Shareholders at the AGM (as further particularized below).

The biological details of the abovementioned Shareholder representative Supervisors proposed for re-election at the AGM and Ms. Zhu are as follows:

Mr. Harry Liang He (賀亮), aged 56, is currently the executive director of the chief operating officer’s office and has been serving as the chairman of the Supervisory Committee since March 2017.

From 1991 to 1995, Mr. He served as a chemical analyst in the GTI Environmental Laboratory in California, United States From 1996 to 2005, he served as a senior chemical testing engineer, data management manager and as an acting manager of the public works environment laboratory at Shaw Environmental & Infrastructure Inc in the State of California of the United States. Since 2005, he has been serving in the Company (including its predecessor), and has served in roles including an assistant president, an executive director of the president’s office, the deputy director of the operation department and the head of operations management of the Waigaoqiao site of the Company, the head of supply chain risk control management team of the Company’s China risk control department, an executive director of the chief operating officer’s office of the Company.

Mr. He obtained a bachelor’s degree in chemistry from Beijing University of Chemical Technology in the PRC.

As at the date of this announcement, Mr. He was interested in 29,670 H Shares within the meaning of Part XV of the SFO.

Mr. Baiyang Wu (吳柏楊), aged 58, has been serving as a Supervisor since August 2020.

From 2000 to 2019, Mr. Wu served in the Company (including its predecessor), as a senior manager of commercial development team, a senior manager of government affairs and policy research department of the Company.

Mr. Wu obtained a bachelor's degree in mechanics from Peking University in the PRC.

Ms. Minfang Zhu (朱敏芳), aged 51, has been serving as a Supervisor since March 2017.

Since 2001, she has been serving in the Company (including its predecessor), and has served in roles including a finance assistant manager, a finance manager, a finance senior manager, a human resources director of the Company.

Ms. Zhu obtained an associate degree in financial management from Jiangsu Radio and Television University (江蘇廣播電視大學) in the PRC.

As at the date of this announcement, Ms. Zhu was interested in 10,110 H Shares within the meaning of Part XV of the SFO.

Save as disclosed above, there are no other matters in relation to the proposed re-election of Mr. He and Mr. Wu as Shareholders representative Supervisors and the re-election of Ms. Zhu as an employee representative Supervisor which would require disclosure under Rule 13.51(2) of the Rules Governing the Listing of Securities of The Stock Exchange of Hong Kong Limited or matters which ought to be brought to the attention of the Shareholders.

Ordinary resolutions will be proposed at the AGM for the Shareholders to consider and approve the proposed re-election of Mr. He and Mr. Wu as Shareholders representative Supervisors for the third session of the Supervisory Committee. The term of office of each of the Shareholder and employee representative Supervisor shall be three years commencing from the approval of their election by the Shareholders at the AGM and at the employee meeting of the Company, respectively.

PROPOSED SUPERVISORS' REMUNERATION

At the thirty-third meeting of the second session of the Supervisory Committee, the Supervisory Committee has resolved the proposed Supervisors' remuneration as follows.

For Supervisors of the third session of the Supervisory Committee who hold positions in the Company, his/her remuneration shall be determined by existing remuneration package of his/her positions at the Company. The annual allowance for Supervisors of the third session of the Supervisory Committee who do not hold positions in the Company shall be RMB150,000 (before tax). If such Supervisor worked less than one year, his/her remuneration shall be calculated on a pro-rata and daily basis.

An ordinary resolution will be proposed at the AGM for the Shareholders to consider and approve the remuneration of the Supervisors for the third session of the Supervisory Committee.

GENERAL

A circular containing, among other things, further details of the (i) proposed re-election of executive Directors and non-executive Directors; (ii) proposed Directors' remuneration; (iii) proposed re-election of Shareholder representative Supervisors; (iv) proposed Supervisors' remuneration; and (v) a notice of the AGM, will be despatched to the Shareholders in due course.

By order of the Board
WuXi AppTec Co., Ltd.*
Dr. Ge Li
Chairman

Hong Kong, March 20, 2023

As of the date of this announcement, the Board of the Company comprises Dr. Ge Li, Mr. Edward Hu, Dr. Steve Qing Yang, Dr. Minzhang Chen, Mr. Zhaohui Zhang and Dr. Ning Zhao as executive Directors, Mr. Xiaomeng Tong and Dr. Yibing Wu as non-executive Directors and Dr. Jiangnan Cai, Ms. Yan Liu, Dr. Hetong Lou, Mr. Xiaotong Zhang and Mr. Dai Feng as independent non-executive Directors.

* *For identification purposes only*