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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)**

**GRANT OF AWARDS**  
**UNDER THE 2024 H SHARE AWARD AND TRUST SCHEME**

References are made to (i) the announcement of WuXi AppTec Co., Ltd.\* (無錫藥明康德新藥開發股份有限公司) (the “**Company**”, together with its subsidiaries “**Group**”) dated April 29, 2024 (the “**Announcement**”); (ii) the circular of the Company dated May 10, 2024 (the “**Circular**”); and (iii) the poll results announcement of the Company dated June 12, 2024, in relation to, among other things, the adoption of the 2024 H Share Award and Trust Scheme. Unless otherwise defined, capitalized terms used in this announcement shall have the same meaning as those defined in the Announcement and the Circular.

**GRANT OF AWARDS UNDER THE 2024 H SHARE AWARD AND TRUST SCHEME**

The Board announces that as of the date of this announcement, 27,274,870 underlying Award Shares have been granted to 3,985 Selected Participants (including the Connected Selected Participants), accounting for approximately 7.0464% of the total number of issued H Shares and approximately 0.9444% of the total issued share capital of the Company as at the date of this announcement (the “**Grant**”). The number of Award Shares underlying the Awards granted to the Connected Selected Participants represents 3,218,074 H Shares, accounting for approximately 0.8314% of the total number of issued H Shares and approximately 0.1114% of the total issued share capital of the Company as at the date of this announcement.

The abovementioned underlying Award Shares are existing Shares acquired by the Trustee through on-market transactions at the prevailing market price in accordance with the instructions of the Company. As no new Shares will be issued by the Company pursuant to the Grant, the Grant will not result in any dilution effect on the shareholdings of existing Shareholders.

The Directors (including the independent non-executive Directors) are of the view that the grant of Awards to the Selected Participants (including the Connected Selected Participants) is conducted on normal commercial terms, and is fair and reasonable and in the interests of the Company and the Shareholders as a whole.

## Selected Participants under the Grant

There is a total of 3,985 Selected Participants under the Grant, which comprise 10 Connected Selected Participants and 3,975 Independent Selected Participants. To the best of the Directors' knowledge, information and belief, having made all reasonable enquiries, the Independent Selected Participants are not parties connected with the Company within the meaning of the Listing Rules. The details of the Grant are set out as follows:

Name	Position	Number of Award Shares underlying the Award	Approximate percentage to the total number of H Shares as at the date of this announcement	Approximate percentage to the total issued share capital of the Company as at the date of this announcement
<b>Connected Selected Participants</b>				
Dr. Ge Li	Executive Director, chairman and chief executive officer	1,226,701 H Shares	0.3169%	0.0425%
Dr. Minzhang Chen	Executive Director, co-chief executive officer	645,632 H Shares	0.1668%	0.0224%
Dr. Steve Qing Yang	Executive Director, co-chief executive officer	516,506 H Shares	0.1334%	0.0179%
Mr. Zhaohui Zhang	Executive Director, vice president	274,394 H Shares	0.0709%	0.0095%
Ms. Ming Shi	Chief financial officer	153,338 H Shares	0.0396%	0.0053%
Dr. Hao Wu	General counsel and Global head of human resources	137,197 H Shares	0.0354%	0.0048%
Mr. Feng Zhang	Director of principal subsidiaries of the Company	193,690 H Shares	0.0500%	0.0067%
Ms. Minfang Zhu	Employee representative Supervisor	10,088 H Shares	0.0026%	0.0003%
Ms. Wendy Junwen Hu	Senior director of human resources	20,176 H Shares	0.0052%	0.0007%
Ms. Jingna Kang	Supervisor of principal subsidiaries of the Company	40,352 H Shares	0.0104%	0.0014%
<b>Sub-total</b>		<b>3,218,074 H Shares</b>	<b>0.8314%</b>	<b>0.1114%</b>
<b>Independent Selected Participants</b>				
3,975 senior management, mid-level managers and basic-level managers		24,056,796 H Shares	6.2150%	0.8330%
<b>Total</b>		<b>27,274,870 H Shares</b>	<b>7.0464%</b>	<b>0.9444%</b>

## Condition of Grant

As disclosed in the Circular, the Executive Committee of the Company, to whom the Board has delegated its authority to administer the 2024 H Share Award and Trust Scheme, has set the condition for the grant of Awards to the Selected Participants to take effect as (i) the revenue realized by the Group for the year 2024 being RMB38.3 billion or above (the “**Basic Condition of Grant**”), and (ii) the revenue realized by the Group for the year 2024 being RMB40.5 billion or above (the “**Additional Condition of Grant**”). If only the Basic Condition of Grant can be satisfied, no more than half of the Scheme Limit can be utilized for the grant of Awards to the Selected Participants. As at the date of this announcement, only the Basic Condition of Grant has been satisfied.

## Vesting schedule

The Vesting Dates of the Awards representing 27,182,978 underlying Award Shares granted to the 10 Connected Selected Participants and 3,960 of the Independent Selected Participants under the Grant are as follows<sup>(Note)</sup>:

	<b>Vesting Dates</b>	<b>Proportion of Vesting</b>
First Vesting Date	December 6, 2025	25%
Second Vesting Date	December 6, 2026	25%
Third Vesting Date	December 6, 2027	25%
Fourth Vesting Date	December 6, 2028	25%

The Vesting Dates of the Awards representing 91,892 underlying Award Shares granted to 15 of the Independent Selected Participants under the Grant are as follows<sup>(Note)</sup>:

	<b>Vesting Dates</b>	<b>Proportion of Vesting</b>
First Vesting Date	The first trading day in the Shares of the Company immediately following the first anniversary of the date of execution of the employment agreement entered into between the Employment Offer Selected Participant and the relevant member of the Group	0%

	<b>Vesting Dates</b>	<b>Proportion of Vesting</b>
Second Vesting Date	The first trading day in the Shares of the Company immediately following the second anniversary of the date of execution of the employment agreement entered into between the Employment Offer Selected Participant and the relevant member of the Group	25%
Third Vesting Date	The first trading day in the Shares of the Company immediately following the third anniversary of the date of execution of the employment agreement entered into between the Employment Offer Selected Participant and the relevant member of the Group	25%
Fourth Vesting Date	The first trading day in the Shares of the Company immediately following the fourth anniversary of the date of execution of the employment agreement entered into between the Employment Offer Selected Participant and the relevant member of the Group	50%

*Note:*

If the Vesting Date is not a Business Day, the Vesting Date shall, subject to any trading halt or suspension in trading of the H Shares, be the Business Day immediately thereafter.

### **Vesting conditions**

Vesting of the Awards under the Grant is subject to conditions of the individual performance indicators of the Selected Participants, and any other applicable vesting conditions as set out in the Award Letter.

For further details on the vesting conditions of the Awards, please refer to the section headed “18. Proposed Adoption of the 2024 H Share Award and Trust Scheme — Vesting of the Awards — Vesting Conditions” in the Circular.

## IMPLICATIONS UNDER THE LISTING RULES

### 2024 H Share Award and Trust Scheme

As the 2024 H Share Award and Trust Scheme is a share scheme funded only by existing Shares of the Company, the Grant thereunder is not subject to the disclosure requirements set out under Rules 17.06A, 17.06B and 17.06C of the Listing Rules.

### Connected Transaction

The Connected Selected Participants as at the date of this announcement is either a director, supervisor or chief executive of the Company and/or its subsidiaries or their respective associate, and each of the Connected Selected Participants is as such a connected person of the Company pursuant to Chapter 14A of the Listing Rules. However, as (i) the grant of Awards to the Connected Selected Participants who are Directors (namely Dr. Ge Li, Dr. Minzhang Chen, Dr. Steve Qing Yang and Mr. Zhaohui Zhang) forms part of their remuneration packages and is therefore fully exempt from the reporting, announcement and independent shareholders' approval requirements under Rules 14A.73(6) and 14A.95 of the Listing Rules; and (ii) based on the aggregate market value of the number of Award Shares underlying the Awards granted to each of the remaining Connected Selected Participants (namely Ms. Ming Shi, Dr. Hao Wu, Mr. Feng Zhang, Ms. Minfang Zhu, Ms. Wendy Junwen Hu and Ms. Jingna Kang) calculated with reference to the closing price of the H Shares of HK\$65.85 as quoted on the Stock Exchange on the date of this announcement, all of the applicable percentage ratios (as defined under Rule 14.07 of the Listing Rules) calculated with reference to the abovementioned aggregate market value are less than 0.1%, and as such the grant of Awards to each of the remaining Connected Selected Participants constitutes de minimis transactions pursuant to Rule 14A.76(1) of the Listing Rules and are fully exempt from the reporting, announcement and independent shareholders' approval requirements under Chapter 14A of the Listing Rules.

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

Hong Kong, May 21, 2025

*As at the date of this announcement, the Board comprises Dr. Ge Li, Dr. Minzhang Chen, Mr. Edward Hu, Dr. Steve Qing Yang and Mr. Zhaohui Zhang as executive Directors, Mr. Xiaomeng Tong and Dr. Yibing Wu as non-executive Directors and Ms. Christine Shaohua Lu-Wong, Dr. Wei Yu, Dr. Xin Zhang, Ms. Zhiling Zhan and Mr. Xuesong Leng as independent non-executive Directors.*

\* For identification purposes only