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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)

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

References are made to (i) the announcements of WuXi AppTec Co., Ltd.* (無錫藥明康德新藥開發股份有限公司) (the “**Company**”) dated July 21, 2020 and December 16, 2020; (ii) the circular of the Company dated August 12, 2020 (the “**Circular**”); and (iii) the poll results announcement of the Company dated August 31, 2020, in relation to, among other things, (i) the adoption of the H Share Award and Trust Scheme; and (ii) the grant of Awards to the Selected Participants under the Scheme. Unless otherwise defined, capitalized terms used in this announcement shall have the same meaning as those defined in the Circular.

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

The Board announces that as of the date of this announcement, Awards in an aggregate value of HK\$24,780,000 have been granted to 31 Selected Participants, and the number of Award Shares underlying the relevant Awards represents 134,654 H Shares, accounting for approximately 0.0349% of the total number of issued H Shares and approximately 0.0046% of the total issued share capital of the Company as at the date of this announcement (the “**Further Grant**”). As no new Shares will be issued by the Company pursuant to the Further Grant, it 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 Further Grant 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 Further Grant

There is a total of 31 Selected Participants under the Further Grant, which are all Independent Selected Participants. To the best of the Directors' knowledge, information and belief, having made all reasonable enquiries, the Independent Selected Participants are parties not connected with the Company within the meaning of the Listing Rules. The details of the Further Grant are set out as follows:

Name	Position	Value of the Award	Number of Award Shares underlying the Award (Note 1)	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
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Independent Selected Participants

31 senior management, mid-level managers, basic-level managers, backbone members of technicians and other technicians

		<u>HK\$24,780,000</u>	<u>134,654 H Shares</u>	<u>0.0349%</u>	<u>0.0046%</u>
Total		<u>HK\$24,780,000</u>	<u>134,654 H Shares</u>	<u>0.0349%</u>	<u>0.0046%</u>

Note:

The number of Award Shares underlying the Award is fixed based on the number of Award Shares acquired by the Trustee through on-market transactions from time to time at prevailing market price and apportioned to the corresponding value of the relevant Award based on the closing price of the H shares of the Company as quoted on the Stock Exchange on May 18, 2021, being the date on which the plan for the Further Grant was made.

Vesting schedule

The Vesting Periods of the Awards under the Further Grant are as follows:

	Vesting Periods	Proportion of Vesting
First Vesting Period	Within the year immediately following the first anniversary of the commencement date of the employment of the Selected Participant with the relevant member of the Group	0%
Second Vesting Period	Within the year immediately following the second anniversary of the commencement date of the employment of the Selected Participant with the relevant member of the Group	25%
Third Vesting Period	Within the year immediately following the third anniversary of the commencement date of the employment of the Selected Participant with the relevant member of the Group	25%
Fourth Vesting Period	Within the year immediately following the fourth anniversary of the commencement date of the employment of the Selected Participant with the relevant member of the Group	50%

Vesting conditions

Vesting of the Awards under the Further 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.

According to the relevant performance management rules adopted by the Company, the Board or the Delegatee shall carry out annual comprehensive appraisal on the Selected Participants and determine the actual vesting amount of the Awards granted under the Scheme accordingly. The actual vesting amount of the Award granted to a Selected Participant for the respective Vesting Periods shall be equal to the standard coefficient \times the planned vesting amount for the respective Vesting Periods. The coefficient for individual performance appraisal results of grade B (or its equivalent appraisal result such as “meets expectations”) or above is 100% whereas the coefficient for individual performance appraisal results below grade B is 0. If the Selected Participant fails to fulfil such individual performance indicators, all the Award Shares underlying the relevant Awards which may otherwise be vested during the respective Vesting Periods shall not be vested and shall be held by the Trustee as Returned Shares.

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

IMPLICATIONS UNDER THE LISTING RULES

The Scheme

The Scheme involves no issue of new shares or granting of option for any new securities of the Company. Thus, it does not constitute a share option scheme as defined and regulated under Chapter 17 of the Listing Rules.

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

Hong Kong, July 2, 2021

As of the date of this announcement, the board of directors of the Company comprises Dr. Ge Li, Mr. Edward Hu, Dr. Steve Qing Yang, 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, Mr. Dai Feng, Dr. Hetong Lou and Mr. Xiaotong Zhang as independent non-executive directors.

* *For identification purposes only*