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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 2022 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**”, together with its subsidiaries “**Group**”) dated August 15, 2022, December 30, 2022 and June 27, 2023; (ii) the circular of the Company dated August 18, 2022 (the “**Circular**”); (iii) the supplemental circular of the Company dated September 21, 2022 (the “**Supplemental Circular**”); and (iv) the poll results announcement of the Company dated October 13, 2022, in relation to among other things, (a) the adoption of the 2022 H Share Award and Trust Scheme; and (b) the grant of Awards under the 2022 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 Circular.

FURTHER GRANT OF AWARDS UNDER THE 2022 H SHARE AWARD
AND TRUST SCHEME

The Board announces that as of the date of this announcement, 73,389 underlying Award Shares have been granted to 14 Selected Participants, accounting for approximately 0.018% of the total number of issued H Shares and approximately 0.002% of the total issued share capital of the Company as at the date of this announcement (the “**Further Grant**”). 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 Further Grant, the Further 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 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 14 Selected Participants under the Further Grant and all of whom are 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 Further Grant are set out as follows:

Name	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
Independent Selected Participants			
14 senior management, mid-level managers and basic-level managers	<u>73,389 H Shares</u>	<u>0.018%</u>	<u>0.002%</u>
Total	<u><u>73,389 H Shares</u></u>	<u><u>0.018%</u></u>	<u><u>0.002%</u></u>

Condition of Grant

As disclosed in the Supplemental Circular, the Executive Committee of the Company, to whom the Board has delegated its authority to administer the 2022 H Share Award and Trust Scheme, has set the condition for the grant of Awards to the Selected Participants to take effect as the year-on-year growth of the revenue realized by the Group for the year 2022 being not less than 68%. As at the date of this announcement, the abovementioned condition has been satisfied.

Vesting schedule

The Vesting Dates of the Awards under the Further Grant are as follows ^(Note):

	Vesting Dates	Proportion of Vesting
First Vesting Date	The first trading day in the Shares of the Company 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 Date	The first trading day in the Shares of the Company 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 Date	The first trading day in the Shares of the Company 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 Date	The first trading day in the Shares of the Company immediately following the fourth anniversary of the commencement date of the employment of the Selected Participant with 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 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.

For further details on the vesting conditions of the Awards, please refer to the section headed “II. Proposed Adoption of the 2022 H Share Award and Trust Scheme — Vesting of the Awards — Vesting Conditions” in the Circular.

IMPLICATIONS UNDER THE LISTING RULES

As the 2022 H Share Award and Trust Scheme is a share scheme funded only by existing Shares of the Company, the Further Grant thereunder is not subject to the disclosure requirements set out under Rules 17.06A, 17.06B and 17.06C of the Listing Rules.

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

Hong Kong, January 11, 2024

As of the date of this announcement, the Board of the Company 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. Dai Feng as independent non-executive Directors.

* *For identification purposes only*