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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 2021 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**”) dated August 2, 2021; (ii) the circular of the Company dated August 10, 2021 (the “**Circular**”); and (iii) the poll results announcement of the Company dated August 30, 2021, in relation to, among other things, (i) the adoption of the 2021 H Share Award and Trust Scheme; and (ii) the grant of Awards to the Connected Selected Participants under the 2021 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.

**GRANT OF AWARDS UNDER THE 2021 H SHARE AWARD AND TRUST
SCHEME**

The Board announces that as of the date of this announcement, Awards in an aggregate value of HK\$1,907,060,804 have been granted to 3,261 Selected Participants (including the Connected Selected Participants), and the number of Award Shares underlying the relevant Awards represents 11,664,074 H Shares, accounting for approximately 2.9752% of the total number of issued H Shares and approximately 0.3946% 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 675,549 H Shares, accounting for approximately 0.1723% of the total number of issued H Shares and approximately 0.0229% of the total issued share capital of the Company as at the date of this announcement. As no new Shares will be issued by the Company pursuant to the 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 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 are a total of 3,261 Selected Participants under the Grant, which comprise 13 Connected Selected Participants and 3,248 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 Grant are set out as follows:

Name	Position	Value of the Award	Approximate percentage to the maximum amount of underlying fund of the Scheme Limit (i.e. HK\$2 billion)	Number of Award Shares underlying the Award <i>(Note 1)</i>	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
Connected Selected Participants						
Dr. Ge Li	Executive Director, chairman and chief executive officer	HK\$25,788,705	1.2894%	157,729 H Shares	0.0402%	0.0053%
Mr. Edward Hu	Executive Director, vice chairman and global chief investment officer	HK\$11,537,053	0.5769%	70,563 H Shares	0.0180%	0.0024%
Dr. Steve Qing Yang	Executive Director, co-chief executive officer	HK\$12,331,702	0.6166%	75,423 H Shares	0.0192%	0.0026%
Dr. Minzhang Chen	Co-chief executive officer	HK\$16,302,442	0.8151%	99,709 H Shares	0.0254%	0.0034%
Dr. Shuhui Chen	Vice president	HK\$12,198,532	0.6099%	74,609 H Shares	0.0190%	0.0025%
Mr. Zhaohui Zhang	Executive Director, vice president	HK\$8,596,236	0.4298%	52,576 H Shares	0.0134%	0.0018%
Dr. Ning Zhao	Executive Director, vice president	HK\$5,730,825	0.2865%	35,051 H Shares	0.0089%	0.0012%
Mr. Ellis Bih-Hsin Chu	Chief financial officer	HK\$4,569,073	0.2285%	27,946 H Shares	0.0071%	0.0009%
Mr. Guodong Tong	President of principal subsidiaries of the Company	HK\$5,730,825	0.2865%	35,051 H Shares	0.0089%	0.0012%
Ms. Hui Xu	President of subsidiaries of the Company which do not amount to insignificant subsidiaries in terms of their aggregate profits	HK\$3,745,723	0.1873%	22,909 H Shares	0.0058%	0.0008%
Ms. Wendy J. Hu*	Senior director of human resources	HK\$1,340,544	0.0670%	8,199 H Shares	0.0021%	0.0003%

* Ms. Wendy J. Hu is the spouse of Mr. Edward Hu.

Name	Position	Value of the Award	Approximate percentage to the maximum amount of underlying fund of the Scheme Limit (i.e. HK\$2 billion)	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
Mr. Harry Liang He	Chairman of the Supervisory Committee	HK\$1,910,276	0.0955%	11,684 H Shares	0.0030%	0.0004%
Ms. Minfang Zhu	Employee representative Supervisor	HK\$670,273	0.0335%	4,100 H Shares	0.0010%	0.0001%
Sub-total		HK\$110,452,209	5.5226%	675,549 H Shares	0.1723%	0.0229%
Independent Selected Participants						
3,248 senior management, mid-level managers, basic-level managers, backbone members of technicians and other technicians		HK\$1,796,608,595	89.8304%	10,988,525 H Shares	2.8029%	0.3718%
Sub-total		HK\$1,796,608,595	89.8304%	10,988,525 H Shares	2.8029%	0.3718%
Total		HK\$1,907,060,804	95.3530%	11,664,074 H Shares	2.9752%	0.3946%

Note 1: 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 volume-weighted average price at the Trustee acquired such Award Shares pursuant to the 2021 H Share Award and Trust Scheme.

Vesting schedule

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

	Vesting Dates	Proportion of Vesting
First Vesting Date	November 23, 2022	25%
Second Vesting Date	November 23, 2023	25%
Third Vesting Date	November 23, 2024	25%
Fourth Vesting Date	November 23, 2025	25%

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 (including the conditions of the individual performance indicators of the Selected Participants), please refer to the section headed “II. Proposed Adoption of the 2021 H Share Award and Trust Scheme — Vesting of the Awards — Vesting Conditions” in the Circular.

IMPLICATIONS UNDER THE LISTING RULES

The 2021 H Share Award and Trust Scheme

The 2021 H Share Award and Trust 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.

Connected Transaction

Although each of 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, the grant of Awards to the Connected Selected Participants did not constitute a connected transaction of the Company under Chapter 14A of the Listing Rules as the source of the Award Shares under the 2021 H Share Award and Trust Scheme shall be H Shares to be acquired by the Trustee through on-market transactions and no allotment and issuance of new H Shares is involved as abovementioned. Nevertheless, the Board determined that the proposed grant of Awards to the Connected Selected Participants under the 2021 H Share Award and Trust Scheme shall be subject to approval by the Shareholders to further promote a high standard of corporate governance. The grant of Awards to the Connected Selected Participants has been duly approved by the Shareholders at the EGM.

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

Hong Kong, December 15, 2021

As at the date of this announcement, the Board 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*