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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)

H SHARE AWARD AND TRUST SCHEME
ESTABLISHMENT OF THE MANAGEMENT COMMITTEE AND
GRANT OF AUTHORIZATION TO THE MANAGEMENT
COMMITTEE TO HANDLE MATTERS PERTAINING TO
THE 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 July 21, 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; (ii) the grant of Awards to the Connected Selected Participants under the Scheme; and (iii) the authorization to the Board and/or the Delegatee to handle matters pertaining to the Scheme. Unless otherwise defined, capitalized terms used in this announcement shall have the same meaning as those defined in the Circular.

ESTABLISHMENT OF THE MANAGEMENT COMMITTEE AND GRANT
OF AUTHORIZATION TO THE MANAGEMENT COMMITTEE TO
HANDLE MATTERS PERTAINING TO THE SCHEME

Pursuant to the authorization granted by the Shareholders at the EGM, to ensure the successful implementation of the Scheme, the Board has resolved to (i) establish the Management Committee which comprises the Chairman and Chief Executive Officer Dr. Ge Li (as the chairman of the Management Committee), the Vice-Chairman Mr. Edward Hu (as the vice-chairman of the Management Committee), the person-in-charge of the human resources department Dr. Ning Zhao, the person-in-charge of the finance department Mr. Ellis Bih-Hsin Chu and the person-in-charge of the legal department Mr. Chi Yao as the members of the Management Committee; and (ii) authorize the Management Committee to individually handle matters pertaining to the Scheme with full authority during the Award Period, including but not limited to:

- (i) to determine the terms and conditions of the grant of Awards, approve the form and content of the Award Letter, select Eligible Employees to become Selected Participants, and grant Awards to Selected Participants from time to time, but the grant of Awards to the Connected Selected Participants shall be conducted in accordance with the proposal as considered and approved at the EGM;
- (ii) to determine the Grant Date and the Vesting Date of Award Shares;
- (iii) to decide on the engagement of bank(s), accountant(s), lawyer(s), consultant(s) and other professional parties for the purpose of the Scheme;
- (iv) to sign, execute, amend and terminate all agreements and other relevant documents in connection with the Scheme, fulfill all relevant procedures in relation to the Scheme, and adopt other methods to implement the terms of the Scheme;
- (v) to determine and adjust the standards and conditions of the vesting of the Awards as well as the Vesting Periods, evaluate and manage the performance indicators, and to determine whether Awards granted to the Selected Participants can be vested;
- (vi) to determine the execution, amendment and termination of the Scheme, including the forfeiture of Awards and continued vesting of Award Shares upon the changes in circumstances pertaining to the Selected Participants;
- (vii) to interpret and resolve any issues and disputes arising from or in connection with the Scheme;
- (viii) on behalf of the Company, (a) to execute all documents in relation to the operations of and other matters of the Scheme, or provide instructions to Computershare Hong Kong Trustees Limited (the “**Trustee**”) in relation to its operations, execute relevant documents in relation to the setting up of the accounts, operations of the accounts, or the setting up and operations of the cash securities account with Computershare Hong Kong Investor Services Limited under the name of the Company, or release Award Shares for the purpose of the vesting of the Awards, or sell Award Shares on market at the prevailing market price and pay the proceeds arising from such sale to Selected Participants; (b) to direct and procure the Trustee to release the Award Shares to the Selected Participants by transferring the Award Shares to the Selected Participants as determined by them from time to time; and (c) to confirm, allow and approve all preceding matters arising from or in relation to the Trust Deed and the plan management agreement;

- (ix) on behalf of the Company, to approve, execute, refine, deliver, negotiate, agree on and agree to all such agreements, contracts, documents, regulations, matters and things (as the case may be) as it deems reasonable, necessary, desirable, appropriate or expedient, in order to implement and/or implement all transactions conducted accordingly, and make any reasonable alterations, amendments, changes, modifications and/or supplements as it deems necessary, desirable, appropriate or expedient. If there is a requirement to affix a company seal on any such agreement, contract or document, it has the right to sign the agreement, contract or document and affix the company seal in accordance with the Articles of Association in that case;
- (x) to exercise any other authority in relation to matters necessary to the implementation of the Scheme granted by the Shareholders' meeting or Board meeting from time to time; and
- (xi) within the scope of the authorization granted to the Board by the general meeting of the Shareholders, apart from matters that require the resolution of the Board in accordance with the applicable laws, administrative regulations, the China Securities Regulatory Commission's Regulations, regulatory documents, the Scheme or the relevant provisions of the Articles of Association, to handle other matters in relation to the implementation of the Scheme.

IMPLICATIONS UNDER THE LISTING RULES

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, December 1, 2020

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*