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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 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; and (ii) the grant of Awards to the Connected 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.

**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\$619,587,950.00 have been granted to 2,444 Selected Participants (including the Connected Selected Participants), and the number of Award Shares underlying the relevant Awards represents 5,498,666 H Shares, accounting for approximately 1.7915% of the total number of issued H Shares and approximately 0.2252% 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 372,152 H Shares, accounting for approximately 0.1213% of the total number of issued H Shares and approximately 0.0152% 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 2,444 Selected Participants under the Grant, which comprise 12 Connected Selected Participants and 2,432 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	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\$11,991,574.00	106,449 H Shares	0.0347%	0.0044%
Mr. Edward Hu	Executive Director, vice chairman and global chief investment officer	HK\$5,995,787.00	53,224 H Shares	0.0173%	0.0022%
Dr. Steve Qing Yang	Executive Director, co-chief executive officer	HK\$5,995,787.00	53,224 H Shares	0.0173%	0.0022%
Mr. Zhaohui Zhang	Executive Director, vice president	HK\$2,664,794.00	23,655 H Shares	0.0077%	0.0010%
Dr. Ning Zhao	Executive Director, vice president	HK\$2,664,794.00	23,655 H Shares	0.0077%	0.0010%
Mr. Ellis Bih-Hsin Chu	Chief financial officer	HK\$2,664,794.00	23,655 H Shares	0.0077%	0.0010%
Mr. Minzhang Chen	Vice president, director of a principal subsidiary of the Company	HK\$3,997,191.00	35,483 H Shares	0.0116%	0.0015%

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
Dr. Shuhui Chen	Vice president, Chief Scientific Officer and director of a principal subsidiary of the Company	HK\$3,997,191.00	35,483 H Shares	0.0116%	0.0015%
Mr. Harry Liang He	Chairman of the Supervisory Committee	HK\$888,265.00	7,885 H Shares	0.0026%	0.0003%
Ms. Minfang Zhu	Employee representative Supervisor	HK\$296,088.00	2,628 H Shares	0.0009%	0.0001%
Ms. Wendy J. Hu*	Senior director of human resources	HK\$592,176.00	5,256 H Shares	0.0017%	0.0002%
Ms. Cuiping Hu	Supervisor of a principal subsidiary of the Company	HK\$175,200.00	1,555 H Shares	0.0005%	0.0001%
Sub-total		HK\$41,923,641.00	372,152 H Shares	0.1213%	0.0152%
Independent Selected Participants					
2,432 senior management, mid-level managers, basic-level managers, backbone members of technicians and other technicians		HK\$577,664,309.00	5,126,514 H Shares	1.6703%	0.2099%
Sub-total		HK\$577,664,309.00	5,126,514 H Shares	1.6703%	0.2099%
Total		HK\$619,587,950.00	5,498,666 H Shares	1.7915%	0.2252%

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 Scheme.

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

Vesting schedule

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

	Vesting Periods	Proportion of Vesting
First Vesting Period	From December 2, 2021 to December 1, 2022	25%
Second Vesting Period	From December 2, 2022 to December 1, 2023	25%
Third Vesting Period	From December 2, 2023 to December 1, 2024	25%
Fourth Vesting Period	From December 2, 2024 to December 1, 2025	25%

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.

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.

Connected Transaction

As 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, each of the Connected Selected Participants is a connected person of the Company pursuant to Chapter 14A of the Listing Rules, and the grant of Awards to the Connected Selected Participants constituted a connected transaction of the Company that is subject to the reporting, announcement and Independent Shareholders' approval requirements under Chapter 14A of the Listing Rules. The grant of Awards to the Connected Selected Participants has been duly approved by the Independent Shareholders at the EGM.

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

Hong Kong, December 16, 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*