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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 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 the adoption of the 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 H SHARE AWARD AND TRUST SCHEME

The Board announces that as of the date of this announcement, Awards in an aggregate value of HK\$20,996,000 have been granted to 46 Independent Selected Participants, and the number of Award Shares underlying the relevant Awards represents 160,894 H Shares, accounting for approximately 0.041% of the total number of issued H Shares and approximately 0.0054% 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 46 Independent Selected Participants under the Further Grant. 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 | Value of the Award | 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 |
|---|------------------------------|---|--|---|
| 46 senior management, mid-level managers, basic-level managers, backbone members of technicians and other technicians | HK\$20,996,000 | 160,894 H Shares | 0.041% | 0.0054% |
| Total | <u>HK\$20,996,000</u> | <u>160,894 H Shares</u> | <u>0.041%</u> | <u>0.0054%</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 January 17, 2022, being the date on which the plan for the Further Grant was made.

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 (including the conditions of the individual performance indicators of the Selected Participants), 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, January 21, 2022

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*