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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 2022 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 15, 2022; (ii) the circular of the Company dated August 18, 2022 (the “**Circular**”) and the supplemental circular of the Company dated September 21, 2022 (the “**Supplemental Circular**”); and (iii) the poll results announcement of the Company dated October 13, 2022, in relation to, among other things, (i) the adoption of the 2022 H Share Award and Trust Scheme; and (ii) the grant of Awards to the Connected Selected Participants 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 and the Supplemental Circular.

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

The Board announces that as of the date of this announcement, Awards with the number of underlying Award Shares being 12,622,067 H Shares have been granted to 3,696 Selected Participants (including the Connected Selected Participants), accounting for approximately 3.1933% of the total number of issued H Shares and approximately 0.4263% 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 1,418,760 H Shares, accounting for approximately 0.3589% of the total number of issued H Shares and approximately 0.0479% 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 3,696 Selected Participants under the Grant, which comprise 14 Connected Selected Participants and 3,682 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:

Connected Selected Participants	Position	Number of Award Shares underlying the Award	Approximate percentage to the maximum number of H Shares that can be purchased by the Trustee for the purpose of the 2022 Scheme (i.e. 13,455,933 H Shares)	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	Aggregate market value of the number of Award Shares underlying the Award as at the date of this announcement ^(Note 1)
Dr. Ge Li	Executive Director, chairman and chief executive officer	399,683 H Shares	2.9703%	0.1011%	0.0135%	HK\$32,953,863.35
Mr. Edward Hu	Executive Director, vice chairman and global chief investment officer	189,849 H Shares	1.4109%	0.0480%	0.0064%	HK\$15,653,050.05
Dr. Steve Qing Yang	Executive Director, co-chief executive officer	201,565 H Shares	1.4980%	0.0510%	0.0068%	HK\$16,619,034.25
Dr. Minzhang Chen	Executive Director, co-chief executive officer	307,596 H Shares	2.2860%	0.0778%	0.0104%	HK\$25,361,290.20
Dr. Shuhui Chen	Vice president	72,846 H Shares	0.5414%	0.0184%	0.0025%	HK\$6,006,152.70
Mr. Zhaohui Zhang	Executive Director, vice president	99,921 H Shares	0.7426%	0.0253%	0.0034%	HK\$8,238,486.45
Dr. Ning Zhao	Executive Director, vice president	39,968 H Shares	0.2970%	0.0101%	0.0014%	HK\$3,295,361.60
Ms. Ming Shi	Chief financial officer	46,990 H Shares	0.3492%	0.0119%	0.0016%	HK\$3,874,325.50
Ms. Hui Xu	President of principal subsidiaries of the Company	31,798 H Shares	0.2363%	0.0080%	0.0011%	HK\$2,621,745.10
Ms. Wendy J. Hu ^(Note 2)	Senior director of human resources	6,245 H Shares	0.0464%	0.0016%	0.0002%	HK\$514,900.25

Connected Selected Participants	Position	Number of Award Shares underlying the Award	Approximate percentage to the maximum number of H Shares that can be purchased by the Trustee for the purpose of the 2022 Scheme (i.e. 13,455,933 H Shares)	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	Aggregate market value of the number of Award Shares underlying the Award as at the date of this announcement ^(Note 1)
Mr. Harry Liang He	Chairman of the Supervisory Committee	9,992 H Shares	0.0743%	0.0025%	0.0003%	HK\$823,840.40
Ms. Minfang Zhu	Employee representative Supervisor	3,122 H Shares	0.0232%	0.0008%	0.0001%	HK\$257,408.90
Mr. Hongping Wan	Supervisory of principal subsidiaries of the Company	3,312 H Shares	0.0246%	0.0008%	0.0001%	HK\$273,074.40
Mr. Huitian Lv	Director of principal subsidiaries of the Company	5,873 H Shares	0.0436%	0.0015%	0.0002%	HK\$484,228.85
Sub-total		1,418,760 H Shares	10.5438%	0.3589%	0.0479%	HK\$116,976,762.00
Independent Selected Participants						
3,682 senior management, mid-level managers, basic-level managers, backbone members of technicians and other technicians		11,203,307 H Shares	83.2592%	2.8344%	0.3784%	HK\$923,712,662.15
Sub-total		11,203,307 H Shares	83.2592%	2.8344%	0.3784%	HK\$923,712,662.15
Total		12,622,067 H Shares	93.8030%	3.1933%	0.4263%	HK\$1,040,689,424.15

Note:

- The aggregate market value of the maximum number of Award Shares underlying the Award, which serves the purpose of determining whether the grant of Awards to the relevant Connected Selected Participants constitutes de minimis transactions pursuant to Rule 14A.76(1) of the Listing Rules (please refer to the section headed “Implications under the Listing Rules” below for further details), is calculated with reference to the closing price of the H Shares as quoted on the Stock exchange on the date of this announcement, being HK\$82.45.
- Ms. Wendy J. Hu is the spouse of Mr. Edward Hu.

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%.

Vesting schedule

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

	Vesting Dates	Proportion of Vesting
First Vesting Date	December 2, 2023	25%
Second Vesting Date	December 2, 2024	25%
Third Vesting Date	December 2, 2025	25%
Fourth Vesting Date	December 2, 2026	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 the abovementioned Condition of Grant being satisfied and the grant of Awards to the Selected Participants taking effect as a result, 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 2022 H Share Award and Trust Scheme — Vesting of the Awards — Vesting Conditions” in the Circular.

IMPLICATIONS UNDER THE LISTING RULES

The 2022 H Share Award and Trust Scheme

The 2022 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 as currently in force.

Connected Transaction

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. However, as (i) the grant of Awards to the Connected Selected Participants who are Directors (namely Dr. Ge Li, Mr. Edward Hu, Dr. Steve Qing Yang, Dr. Minzhang Chen, Mr. Zhaohui Zhang and Dr. Ning Zhao) forms part of their remuneration packages and is therefore fully exempt from the reporting, announcement and independent shareholders' approval requirements under Rules 14A.73(6) and 14A.95 of the Listing Rules; and (ii) based on the aggregate market value of the number of Award Shares underlying the Awards granted to each of the remaining Connected Selected Participants (namely Dr. Shuhui Chen, Ms. Ming Shi, Ms. Hui Xu, Ms. Wendy J. Hu, Mr. Harry Liang He, Ms. Minfang Zhu, Mr. Hongping Wan and Mr. Huitian Lv) calculated with reference to the closing price of the H Shares of HK\$82.45 as quoted on the Stock Exchange on the date of this announcement which has also been particularized in the table set out in the section headed "Grant of Awards under the 2022 H Share Award and Trust Scheme — Selected Participants under the Grant" above, all of the applicable percentage ratios (as defined under Rule 14.07 of the Listing Rules) calculated with reference to the abovementioned aggregate market value are less than 0.1%, and as such the grant of Awards to each of the remaining Connected Selected Participants constitutes de minimis transactions pursuant to Rule 14A.76(1) of the Listing Rules and are fully exempt from the reporting, announcement and independent shareholders' approval requirements under Chapter 14A of the Listing Rules.

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

Hong Kong, December 30, 2022

As at the date of this announcement, the Board comprises Dr. Ge Li, Mr. Edward Hu, Dr. Steve Qing Yang, Dr. Minzhang Chen, 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, Dr. Hetong Lou, Mr. Xiaotong Zhang and Mr. Dai Feng as independent non-executive Directors.

* *For identification purposes only*