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**Zai Lab Limited**  
**再鼎醫藥有限公司\***

*(Incorporated in the Cayman Islands with limited liability)*

**(Stock Code: 9688)**

**GRANT OF SHARE OPTIONS AND RESTRICTED SHARE UNITS**

This announcement is made pursuant to Rules 17.06A, 17.06B and 17.06C of the Listing Rules. The Board hereby announces that (i) on April 1, 2024 (U.S. Eastern Time), the Company granted Options to subscribe for an aggregate of 1,448,475 ADSs to 345 Grantees and Restricted Share Units covering an aggregate of 1,364,770 ADSs to 509 Grantees under the 2022 Equity Incentive Plan; and (ii) on April 3, 2024 (U.S. Eastern Time), the Company granted Options to subscribe for an aggregate of 533,065 ADSs to Dr. Samantha Du and Restricted Share Units covering an aggregate of 27,000 ADSs to Dr. Samantha Du under the 2022 Equity Incentive Plan.

**GRANT OF SHARE OPTIONS UNDER THE 2022 EQUITY INCENTIVE PLAN**

In accordance with the terms of the 2022 Equity Incentive Plan, the Company granted 1,448,475 Options (in ADSs) to 345 Grantees on April 1, 2024 (U.S. Eastern Time) and 533,065 Options (in ADSs) to Dr. Samantha Du on April 3, 2024 (U.S. Eastern Time).

Details of the grant of Options are as follows:

Date of Grant:	(1) For Dr. Samantha Du: April 3, 2024 (U.S. Eastern Time)
	(2) For other employee participants of the Group: April 1, 2024 (U.S. Eastern Time)
Number of Grantees:	346
Type of Grantees:	(1) Dr. Samantha Du, the executive Director, Chairperson, and Chief Executive Officer of the Company; and
	(2) Other employee participants of the Group
Number of the Options granted (in ADSs):	(1) To Dr. Samantha Du: 533,065
	(2) To other employee participants of the Group: 1,448,475

Number of underlying Shares pursuant to the Options granted:	(1) To Dr. Samantha Du: 5,330,650 (2) To other employee participants of the Group: 14,484,750
Exercise price of the Options granted:	(1) To Dr. Samantha Du: US\$16.18 per ADS (approximately HK\$12.62 per Share) (2) To other employee participants of the Group: US\$16.72 per ADS (approximately HK\$13.04 per Share)
Closing price of the Shares on the Date of Grant:	US\$16.72 per ADS (approximately HK\$13.04 per Share) and US\$15.9 per ADS (approximately HK\$12.4 per Share) as quoted on NASDAQ on April 1, 2024 (U.S. Eastern Time) and April 3, 2024 (U.S. Eastern Time), respectively.  HK\$12.9 per Share and HK\$12.46 per Share as quoted on the Stock Exchange on March 28, 2024 (Hong Kong time) and April 3, 2024 (Hong Kong time), respectively.
Validity period of the Options granted:	The validity period of the Options shall be ten years from the Date of Grant, and the Options shall lapse at the expiry of the validity period or earlier if the employment relationship has terminated prior to the expiry of the validity period.
Vesting period of the Options granted:	The Options granted shall vest as follows: <ul style="list-style-type: none"> <li>• 25% shall vest on each anniversary of the Date of Grant for the next four years, in each case, subject to each Grantee's continued employment relationship with the Company on such vesting dates.</li> </ul>
Performance target(s) and/or clawback mechanism:	There are no performance targets attached to the grant of Options above. The grants above are not subject to any clawback mechanism for the Company to recover but would be subject to tax withholding by the Company pursuant to the terms and conditions of the 2022 Equity Incentive Plan.  The Compensation Committee of the Board is of the view that the grant of Options to the Grantees without performance targets or a clawback mechanism is market competitive, consistent with the Company's customary practice, and aligns with the purpose of the 2022 Equity Incentive Plan.

The grant of Options is subject to the terms and conditions of the 2022 Equity Incentive Plan and form of award agreement covering the grants.

## **GRANT OF RESTRICTED SHARE UNITS UNDER THE 2022 EQUITY INCENTIVE PLAN**

In accordance with the terms of the 2022 Equity Incentive Plan, the Company granted 1,364,770 Restricted Share Units (in ADSs) to 509 Grantees on April 1, 2024 (U.S. Eastern Time) and 27,000 Restricted Share Units (in ADSs) to Dr. Samantha Du on April 3, 2024 (U.S. Eastern Time).

Details of the grant of Restricted Share Units are as follows:

Date of Grant:	(1) For Dr. Samantha Du: April 3, 2024 (U.S. Eastern Time) (2) For other employee participants of the Group: April 1, 2024 (U.S. Eastern Time)
Number of Grantees:	510
Type of Grantees:	(1) Dr. Samantha Du, the executive Director, Chairperson, and Chief Executive Officer of the Company; and (2) Other employee participants of the Group
Number of the Restricted Share Units granted (in ADSs):	(1) To Dr. Samantha Du: 27,000 (2) To other employee participants of the Group: 1,364,770
Number of underlying Shares pursuant to the Restricted Share Units granted:	(1) To Dr. Samantha Du: 270,000 (2) To other employee participants of the Group: 13,647,700
Purchase price of the Restricted Share Units granted:	Nil
Closing price of the Shares on the Date of Grant:	US\$16.72 per ADS (approximately HK\$13.04 per Share) and US\$15.9 per ADS (approximately HK\$12.4 per Share) as quoted on NASDAQ on April 1, 2024 (U.S. Eastern Time) and April 3, 2024 (U.S. Eastern Time), respectively.  HK\$12.9 per Share and HK\$12.46 per Share as quoted on the Stock Exchange on March 28, 2024 (Hong Kong time) and April 3, 2024 (Hong Kong time), respectively.
Vesting period of the Restricted Share Units granted:	The Restricted Share Units granted shall vest as follows: <ul style="list-style-type: none"><li>• 25% shall vest on each anniversary of the Date of Grant for the next four years, in each case, subject to each Grantee's continued employment relationship with the Company on such vesting dates.</li></ul>
Performance target(s) and/or clawback mechanism:	There are no performance targets attached to the grant of Restricted Share Units above. The grants above are not subject to any clawback mechanism for the Company to recover but would be subject to tax withholding by the Company pursuant to the terms and conditions of the 2022 Equity Incentive Plan.  The Compensation Committee of the Board is of the view that the grant of Restricted Share Units to the Grantees without performance targets or a clawback mechanism is market competitive, consistent with the Company's customary practice, and aligns with the purpose of the 2022 Equity Incentive Plan.

The grant of Restricted Share Units is subject to the terms and conditions of the 2022 Equity Incentive Plan and form of award agreement covering the grants.

## **REASONS FOR AND BENEFITS OF THE GRANT**

The grant of Options and Restricted Shares Units is to recognize and reward the Grantees for their contribution to the Group, and to provide additional incentives to them to maintain and further promote the success of the Group's business.

## **LISTING RULES IMPLICATIONS**

Dr. Samantha Du is the executive Director, Chairperson and Chief Executive Officer of the Company and is therefore a connected person of the Company under the Listing Rules. Accordingly, the grant of Restricted Share Units to Dr. Samantha Du constitutes a connected transaction of the Company under Chapter 14A of the Listing Rules. The grant of Restricted Share Units to Dr. Samantha Du, which was made in the form of existing issued Shares, is fully exempt from the shareholders' approval, annual review, and all disclosure requirements under Chapter 14A of the Listing Rules pursuant to Rules 14A.73(6) and 14A.95 of the Listing Rules.

Pursuant to Rule 17.04(1) of the Listing Rules, the grant of Options and Restricted Share Units to Dr. Samantha Du (as the executive Director and Chief Executive Officer of the Company) had been approved by the independent non-executive Directors.

The grant of Restricted Share Units to Dr. Samantha Du would not result in the ADSs issued and to be issued in respect of all awards granted (excluding any awards lapsed in accordance with the terms of the 2022 Equity Incentive Plan) to Dr. Samantha Du in the 12-month period up to and including the Date of Grant representing in aggregate over 0.1% of the issued ADSs.

The Grantees other than Dr. Samantha Du are all employee participants of the Group. None of such Grantees is (i) a Director, a chief executive, or a substantial shareholder of the Company, or an associate of any of them; (ii) a participant with options and awards granted and to be granted exceeding the 1% individual limit for the purpose of Rule 17.03D of the Listing Rules; or (iii) a related entity participant or service provider with options and awards granted and to be granted in any 12-month period exceeding 0.1% of the issued ADSs.

The grant of Restricted Share Units to the Grantees other than Dr. Samantha Du was made in the form of new Shares to be issued pursuant to the general mandate granted under Rule 13.36(2) of the Listing Rules and approved by the shareholders of the Company at its 2023 annual general meeting on June 20, 2023. The Company will apply to the Listing Committee of the Stock Exchange for the listing of, and permission to deal in, the Shares that will be issued pursuant to the grant of Restricted Share Units.

There are no arrangements for the Company or any of its subsidiaries to provide financial assistance to the Grantees to facilitate the purchase of Shares under the 2022 Equity Incentive Plan.

## **NUMBER OF SHARES AVAILABLE FOR FUTURE GRANT**

As of April 3, 2024, 23,613,153 Shares will be available for future grants under the 2022 Equity Incentive Plan after the grants above.

The 2022 Equity Incentive Plan was adopted before the effective date of the new Chapter 17 of the Listing Rules. The Company will comply with the new Chapter 17 of the Listing Rules in accordance with the transitional arrangements for the 2022 Equity Incentive Plan.

## DEFINITIONS

“2022 Equity Incentive Plan”	the Zai Lab Limited 2022 Equity Incentive Plan approved at the Company’s 2022 annual general meeting of shareholders on June 22, 2022 and effective on June 27, 2022, the principal terms of which were set out in the Company’s definitive proxy statement/ circular dated May 3, 2022
“ADS(s)”	American depositary share(s) (each representing 10 Shares)
“associate”	has the same meaning ascribed to it under the Listing Rules
“Board”	the board of directors of the Company
“Company”	Zai Lab Limited, a company incorporated in the Cayman Islands with limited liability and listed on main board of the Stock Exchange (Stock Code: 9688) and NASDAQ (Trading Symbol: ZLAB)
“Date of Grant”	April 1, 2024 (U.S. Eastern Time) or April 3, 2024 (U.S. Eastern Time), as the case may be
“Director(s)”	member(s) of the Board
“Grantee(s)”	Dr. Samantha Du and other employee participant(s) of the Group who were granted the Options and/or the Restricted Share Units in accordance with the 2022 Equity Incentive Plan on the Date of Grant
“Group”	the Company and its subsidiaries from time to time
“HK\$”	the lawful currency of Hong Kong
“Hong Kong”	Hong Kong Special Administrative Region of the PRC
“Listing Rules”	the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited
“NASDAQ”	Nasdaq Global Market
“Option(s)”	share option(s) entitling the Grantee(s) to acquire Shares upon payment of the exercise price which are granted under the 2022 Equity Incentive Plan
“PRC”	the People’s Republic of China
“Restricted Share Unit(s)”	restricted share unit(s) entitling the Grantee(s) to acquire Shares subject to the satisfaction of specified vesting condition(s) which are granted under the 2022 Equity Incentive Plan
“Share(s)”	ordinary shares in the authorized share capital of the Company with a par value of US\$0.000006 per share
“Stock Exchange”	The Stock Exchange of Hong Kong Limited

“subsidiary(ies)” has the same meaning ascribed to it under the Listing Rules

“substantial shareholder” has the same meaning ascribed to it under the Listing Rules

*For the purpose of this announcement and for illustrative purpose only, conversions of US\$ to HK\$ are based on the exchange rate of US\$1.00 = HK\$7.8. No representation is made that any amounts in HK\$ or US\$ can be or could have been converted at the relevant dates at the above rate or at any other rates or at all.*

*Except as otherwise specified, all references in this announcement to times and dates are references to Hong Kong times and dates.*

By order of the Board

Zai Lab Limited

**Samantha Du**

*Director, Chairperson and Chief Executive Officer*

Hong Kong, April 5, 2024

*As at the date of this announcement, the board of directors of the Company comprises Dr. Samantha Du as a director, and Dr. Kai-Xian Chen, Dr. John Diekman, Dr. Richard Gaynor, Ms. Nisa Leung, Mr. William Lis, Mr. Scott W. Morrison, Mr. Leon O. Moulder, Jr., Mr. Michel Vounatsos and Mr. Peter Wirth as independent directors.*

*\* For identification only*