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WUXI XDC CAYMAN INC.

藥明合聯生物技術有限公司*

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 2268)

GRANT OF RESTRICTED SHARES UNDER THE 2024 SHARE SCHEME

The Board is pleased to announce that on August 22, 2025, it has approved the Grant of 110,543 Restricted Shares to 7 Grantees which are employees of the Group, subject to acceptance of the selected participants, pursuant to the 2024 Share Scheme. Details of the Grant are set out as follows:

Grant Date:	August 22, 2025
Number of Restricted Shares Granted:	110,543 Restricted Shares
Number of Grantees:	7 Grantees (which are employees of the Company)
Purchase Price for the Restricted Shares Granted:	Nil
Market Price of the Shares on the Grant Date:	HK$57.70 per Share
Vesting Period:	20% of the total Restricted Shares granted shall vest on each of the second, third and fourth anniversary of the Grant Date respectively, and the remaining 40% of the total Restricted Shares granted shall vest on the fifth anniversary of the Grant Date

Clawback Mechanism: Pursuant to the terms of the 2024 Share Scheme, upon the occurrence of any of the following event in relation to a selected participant under the 2024 Share Scheme where (a) the selected participant's service or employment with the Group has been terminated by any member of the Group for cause as defined in the 2024 Share Scheme; or (b) the selected participant has been convicted for any criminal offence involving his or her integrity or honesty, then the Board may make a determination at its absolute discretion that: (A) any unvested Restricted Shares shall immediately lapse, (B) with respect to any Restricted Shares issued or transferred to that selected participant, the selected participant shall be required to transfer back to the Company or its nominee (1) the equivalent number of Shares, (2) an amount in cash equal to the market value of such Shares, or (3) a combination of (1) and (2), and/or (C) with respect to any Restricted Shares held by the trustee of the 2024 Share Scheme for the benefit of the selected participant, those Restricted Shares shall no longer be held on trust for nor inure to the benefit of the selected participant.

Performance Target(s): A time-based vesting schedule is applicable to the Grant with no performance target attached.

The Restricted Shares granted will give the Grantees an opportunity to have a personal stake in the Company and will help motivate the Grantees in optimizing their performance and efficiency. The number of Restricted Shares granted is based on the work performance and potential of the Grantees and no additional performance target is imposed before the Restricted Shares are vested to the Grantees. In view of the above and in line with the previous customary practice of the Company in terms of equity-based remuneration, the Remuneration Committee considered the Grant are in alignment with the purposes of the 2024 Share Scheme.

LISTING RULES IMPLICATIONS

The Grant will not be subject to approval by the Shareholders. To the best of the Directors' knowledge, information and belief having made all reasonable enquiries, (i) none of the Grantees is a Director, chief executive or substantial shareholder of the Company or an associate of any of them and (ii) the Grant would not result in the share options and awards granted and to be granted to each individual grantee in the 12-month period up to and including the Grant Date in aggregate to exceed 1% of the Shares in issue.

The Grant has been approved by the Board (including independent non-executive Directors). Taking into account the purposes and objectives of the 2024 Share Scheme, the Company considers that the Grant is fair and reasonable, and are in the interests of the Company and its Shareholders as a whole.

The Grant will be satisfied by issuance of new Shares within the Scheme Mandate Limit. As at the date of this announcement and following the Grant, 25,854,998 Option Shares or Restricted Shares will be available for future grants under the Scheme Mandate Limit and 3,594,312 Option Shares or Restricted Shares will be available for future grants under the Service Provider Sublimit.

DEFINITIONS

"2024 Share Scheme"	the 2024 Share Scheme adopted by the Company on June 12, 2024
"associate"	has the meaning ascribed thereto under the Listing Rules
"Board"	the board of Directors of the Company
"Company"	WuXi XDC Cayman Inc. (藥明合聯生物技術有限公司*), an exempted company incorporated in the Cayman Islands with limited liability, the Shares of which are listed on the Main Board of the Stock Exchange
"Director(s)"	the director(s) of the Company
"Grant"	grant of Restricted Shares to the Grantees on August 22, 2025
"Grantees"	the grantees who were awarded the Restricted Shares in accordance with the 2024 Share Scheme on August 22, 2025
"Group"	the Company and its subsidiaries
"Hong Kong"	the Hong Kong Special Administrative Region of the People's Republic of China
"Listing Rules"	the Rules Governing the Listing of Securities on the Stock Exchange, as amended or supplemented from time to time
"Option"	a right (but not an obligation) to subscribe for Shares granted by the Company to a selected participant in accordance with the terms of the 2024 Share Scheme
"Option Shares"	any Share(s) underlying any Option
"Remuneration Committee"	the remuneration committee of the Board
"Restricted Share Award"	the Grant of Restricted Shares to selected participant pursuant to the 2024 Share Scheme

"Restricted Share(s)"	any Share(s) underlying any Restricted Share Award
"Scheme Mandate Limit"	35,943,122 Shares, being the maximum number of Shares which may be issued and allotted in respect of all Option Shares or Restricted Shares to be granted under the 2024 Share Scheme and all share options and share awards to be granted under any other share option schemes and/or share award schemes involving issuance of new Shares adopted and to be adopted by the Company from time to time
"Service Provider(s)"	any person(s) who provides services to the Group on a continuing or recurring basis in its ordinary and usual course of business which are in the interests of the long term growth of the Group or which will contribute to the growth of the Group's financial or business performance, including, but not limited to, any independent contractor, consultant, agent and/or advisors for drug discovery, research and development, manufacturing, optimization and commercialization, technology advancement, strategic planning on corporate image and investor relations in investment environment of the Company and/or advisors who provide advisory services and consultancy services after stepping down from an employment or director position with the Group, provided that any placing agents or financial advisers providing advisory services to the Group for fundraising, mergers or acquisitions and professional services providers such as auditors or valuers who provide assurance or are required to perform their services with impartiality and objectivity should not be Service Providers for the purpose of the 2024 Share Scheme
"Service Provider Sublimit"	3,594,312 Shares, being the maximum number of Shares which may be issued and allotted in respect of all Option Shares or Restricted Shares to be granted to Service Provider(s) under the 2024 Share Scheme and all share options and share awards to be granted to Service Provider(s) under any other share option schemes and/or share award schemes involving issuance of new Shares adopted and to be adopted by the Company from time to time
"Shareholder(s)"	holder(s) of Share(s)

''Share(s)''	ordinary shares in the share capital of the Company with a par value of US$0.00005 each
''substantial shareholder''	has the meaning ascribed thereto under the Listing Rules

By order of the Board
WuXi XDC Cayman Inc.
Dr. Jincai LI
Executive Director and Chief Executive Officer

Hong Kong, August 22, 2025

As at the date of this announcement, the board of directors of the Company comprises (i) Dr. Jincai LI, Mr. Jerry Jingwei ZHANG and Mr. Xiaojie XI as executive directors; (ii) Dr. Zhisheng CHEN, Ms. Ming SHI and Dr. Jijie GU as non-executive directors; and (iii) Dr. Ulf GRAWUNDER, Mr. Kenneth Walton HITCHNER III and Mr. Hao ZHOU as independent non-executive directors.

* *For identification purpose only*