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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 2024 H SHARE AWARD AND TRUST SCHEME

References are made to (i) the announcements of WuXi AppTec Co., Ltd.* (無錫藥明康德新藥開發股份有限公司) (the "**Company**", together with its subsidiaries "**Group**") dated April 29, 2024 and May 21, 2025 (the "**Announcements**"); (ii) the circular of the Company dated May 10, 2024 (the "**Circular**"); and (iii) the poll results announcement of the Company dated June 12, 2024, in relation to, among other things, the adoption of the 2024 H Share Award and Trust Scheme and the grant of Awards thereunder. Unless otherwise defined, capitalized terms used in this announcement shall have the same meaning as those defined in the Announcements and the Circular.

FURTHER GRANT OF AWARDS UNDER THE 2024 H SHARE AWARD AND TRUST SCHEME

The Board announces that as of the date of this announcement, 126,240 underlying Award Shares have been granted to 24 Selected Participants, accounting for approximately 0.0247% of the total number of issued H Shares and approximately 0.0042% of the total issued share capital of the Company as at the date of this announcement (the "**Further Grant**").

The abovementioned underlying Award Shares are existing Shares acquired by the Trustee through on-market transactions at the prevailing market price in accordance with the instructions of the Company. As no new Shares will be issued by the Company pursuant to the Further Grant, the Further Grant 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 24 Selected Participants under the Further Grant and all of whom are Independent Selected Participants. To the best of the Directors' knowledge, information and belief, having made all reasonable enquiries, the Independent Selected Participants are not parties connected with the Company within the meaning of the Listing Rules. The details of the Further Grant are set out as follows:

Name	Position	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
Independent Selected Participants				
24 senior management, mid-level managers and basic-level managers		126,240 H Shares	0.0247%	0.0042%
Total		**126,240 H Shares**	**0.0247%**	**0.0042%**

Vesting schedule

The Vesting Dates of the Awards representing 126,240 underlying Award Shares granted to the Independent Selected Participants 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, please refer to the section headed "18. Proposed Adoption of the 2024 H Share Award and Trust Scheme — Vesting of the Awards — Vesting Conditions" in the Circular.

IMPLICATIONS UNDER THE LISTING RULES

2024 H Share Award and Trust Scheme

As the 2024 H Share Award and Trust Scheme is a share scheme funded only by existing Shares of the Company, the Further Grant thereunder is not subject to the disclosure requirements set out under Rules 17.06A, 17.06B and 17.06C of the Listing Rules.

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

Hong Kong, January 7, 2026

As at the date of this announcement, the Board comprises Dr. Ge Li, Dr. Minzhang Chen, Dr. Steve Qing Yang and Mr. Zhaohui Zhang as executive Directors, Mr. Xiaomeng Tong and Dr. Yibing Wu as non-executive Directors and Ms. Christine Shaohua Lu-Wong, Dr. Wei Yu, Dr. Xin Zhang, Ms. Zhiling Zhan and Mr. Xuesong Leng as independent non-executive Directors.

* *For identification purposes only*