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Zhejiang Taimei Medical Technology Co., Ltd.
浙江太美醫療科技股份有限公司
(A joint stock company incorporated in the People's Republic of China with limited liability)
(Stock Code: 2576)

PROPOSED ADOPTION OF THE 2026 H SHARE AWARD SCHEME AND PROPOSED INITIAL GRANTS

PROPOSED ADOPTION OF THE 2026 H SHARE AWARD SCHEME

On January 22, 2026, the Board has resolved to approve the proposed adoption of the 2026 H Share Award Scheme. The 2026 H Share Award Scheme is still subject to the consideration and approval of the Shareholders which will be sought at the EGM. The 2026 H Share Award Scheme is under Chapter 17 of the Listing Rules and will therefore comply with the requirements of Chapter 17 of the Listing Rules. The principal terms of the 2026 H Share Award Scheme are set out below.

PROPOSED INITIAL GRANTS

On January 22, 2026, the Board resolved to make the Initial Grants of a total of 20,042,494 Awards to 63 Participants pursuant to the 2026 H Share Award Scheme. The Initial Grants will be conditional upon the adoption of the 2026 H Share Award Scheme. The Initial Grants include (i) the Conditional Award Grants to Specific Director and Chief Executive Grantees of a total of 11,718,744 Awards, which are also subject to the approval of the Independent Shareholders at the EGM; (ii) the Conditional Award Grant to Mr. Zhang and the Conditional Award Grant to Mr. Huang of a total of 124,961 Awards; and (iii) the conditional award grants to 56 Employee Participants (other than Mr. Zhao, Ms. Wan, Mr. Lu, Ms. Ni, Mr. Zhang, Mr. Ma and Mr. Huang) of a total of 8,198,789 Awards.

EGM

An EGM will be convened for the Shareholders or Independent Shareholders, as the case may be, to consider and, if thought fit, approve, among other things: (i) the proposed adoption of the 2026 H Share Award Scheme; (ii) the Conditional Award Grant to Mr. Zhao of 6,077,677 Awards; (iii) the Conditional Award Grant to Mr. Ma of 593,680 Awards; (iv) the Conditional Award Grant to Mr. Lu of 1,818,820 Awards; (v) the Conditional Award Grant to Ms. Ni of 1,388,772 Awards; (vi) the Conditional Award Grant to Ms. Wan of 1,839,795 Awards; and (vii) the authorization to the Board and/or its authorized person to handle matters relating to the 2026 H Share Award Scheme.

A circular containing, among other things, details and summaries of principal terms of the 2026 H Share Award Scheme, and details of the Conditional Award Grant to Mr. Zhao, the Conditional Award Grant to Mr. Ma, the Conditional Award Grant to Mr. Lu, the Conditional Award Grant to Ms. Ni and the Conditional Award Grant to Ms. Wan, together with the notice of the EGM, will be published by the Company in due course.

PROPOSED ADOPTION OF THE 2026 H SHARE AWARD SCHEME

On January 22, 2026, the Board has resolved to approve the proposed adoption of the 2026 H Share Award Scheme. The 2026 H Share Award Scheme is still subject to the consideration and approval of the Shareholders which will be sought at the EGM. The 2026 H Share Award Scheme is under Chapter 17 of the Listing Rules and will therefore comply with the requirements of Chapter 17 of the Listing Rules. The principal terms of the 2026 H Share Award Scheme are set out below.

Purposes of the 2026 H Share Award Scheme

The purposes of the 2026 H Share Award Scheme are:

(i) To attract and retain qualified participants who have made significant contributions to the long-term growth and success of the Group, and to recognize and reward such participants for their past contributions to the Group;

(ii) To motivate qualified participants to further contribute to the Company and to work towards enhancing the value of the Company and its shares for the overall benefit of the Company and its Shareholders;

(iii) To strengthen the Company's long-term compensation and incentive strategy; and

(iv) To align the interests of qualified participants with those of the Company and its Shareholders, thereby promoting the Group's long-term performance (whether in terms of finance, business, or operation).

Participants and Basis of Determining the Eligibility

Subject to the Scheme Rules, the Board may, from time to time, at its absolute discretion select any Eligible Participant (other than any Excluded Participant) for participation in the 2026 H Share Award Scheme as a Selected Participant, and grant Award Shares to any Selected Participant at such consideration and subject to such terms and conditions as the Board may in its absolute discretion determine.

In evaluating the qualifications of Employee Participants, the Board will consider, in its sole discretion, on a case-by-case basis, all relevant factors as appropriate, including:

(i) Individual performance, time commitment, responsibilities and employment terms aligned with market practices and industry standards;

(ii) Length of service with the Group;

(iii) Actual or potential contributions to the Group's development and growth;

(iv) Level of support, assistance, guidance, advice or effort provided (or to be provided) for the Group's success;

(v) For existing employees in management positions, the contribution of their departments to the long-term operation and development of the Group; and

(vi) For new recruits, their positions should be key positions such as senior management, middle management, core business and/or technical backbone of the Group and their potential significant impact and positive contribution to the long-term development of the Group are expected.

Scheme Mandate Limit

Subject to the Scheme Rules and any waiver or ruling granted by the Stock Exchange, the total number of treasury H Shares which may be utilized under the 2026 H Share Award Scheme and any other share scheme(s) adopted by the Company must not exceed 10% of the total number of issued H Shares (excluding any treasury Shares) as at the Adoption Date. As of the date of this announcement, the Company did not have any other existing share scheme subject to the foregoing limit, and the Scheme Mandate Limit for the 2026 H Share Award Scheme will not exceed 20,042,513 H Shares (representing approximately 10% of the total number of the issued H shares of the Company (excluding any treasury shares) and approximately 3.56% of the Company's total issued Share capital (excluding any treasury shares)).

As of the date of this announcement, the Company has an aggregate of 563,779,000 Shares in issued (including both H Shares and Domestic Shares), and the Company currently holds 167,400 treasury Shares (H Shares).

For the avoidance of doubt, under the 2026 H Share Award Scheme, the Scheme Mandate Limit is applicable to the grant of Award Shares to be satisfied by the transfer of treasury H Shares and/or the issue and allotment of new H Shares.

Vesting Period

Subject to the terms of the Scheme Rules, the vesting period for the Award Shares shall not be less than 12 months.

Performance Targets

The 2026 H Share Award Scheme does not specify any performance targets.

Clawback Mechanism

Subject to the Scheme Rules, the Board reserves the absolute discretion to require the Selected Participant to return the proceeds from any vested Award Shares:

(i) If the Selected Participant, while being an Eligible Participant, engages in any fraudulent, dishonest, or grossly misconducting acts during their employment or engagement with any member of the Group;

(ii) If any act or omission by the Selected Participant, while being an Eligible Participant, in the performance of their duties has caused or is likely to cause material adverse effects on the reputation or interests of any member of the Group;

(iii) If the Selected Participant, after ceasing to be an Eligible Participant, engages in any conduct that has or is likely to have a material adverse effect on the reputation or interests of any member of the Group; and

(iv) The Company's financial statements contain material misstatements.

AUTHORIZATION TO THE BOARD AND ITS AUTHORIZED PERSONS TO HANDLE MATTERS RELATING TO THE 2026 H SHARE AWARD SCHEME

Pursuant to the Scheme Rules, the Board and/or its authorized person shall handle matters in relation to the 2026 H Share Award Scheme with full authority, including but not limited to:

(1) To grant the Awards under the 2026 H Share Award Scheme, and to allot and issue from time to time such number of H Shares as required to be allotted and issued pursuant to the Awards granted under the terms and conditions of the 2026 H Share Award Scheme and the Listing Rules;

(2) To make application at appropriate time or period to the Stock Exchange for the listing of, and permission to deal in, any H Shares which may be allotted and issued in connection with the Awards granted under the terms and conditions of the 2026 H Share Award Scheme;

(3) Where applicable, to increase or reduce the registered capital of the Company and to make appropriate and necessary amendments to the Articles after completion of the allotment and issuance of new H Shares under the 2026 H Share Award Scheme according to the method, type and number of new H Shares allotted and issued by the Company, as well as the shareholding structure of the Company at the time of completion of the allotment and issuance, or after repurchase and cancellation of H Shares which are issued and allotted but lapsed or cancelled under the 2026 H Share Award Scheme;

(4) To obtain all necessary consents, approvals and authorizations from any governmental and regulatory bodies in respect of the approval, filing and amendments of the 2026 H Share Award Scheme; and

(5) To make all necessary registration, amendments and filing with applicable company registration authorities.

PROPOSED INITIAL GRANTS

On January 22, 2026, the Board resolved to make the Initial Grants of a total of 20,042,494 Awards to 63 Participants pursuant to the 2026 H Share Award Scheme. The Initial Grants will be conditional upon the adoption of the 2026 H Share Award Scheme. The Initial Grants include (i) the Conditional Award Grants to Specific Director and Chief Executive Grantees of a total of 11,718,744 Awards, which are also subject to the approval of the Independent Shareholders at the EGM; (ii) the Conditional Award Grant to Mr. Zhang and the Conditional Award Grant to Mr. Huang of a total of 124,961 Awards; and (iii) the conditional award grants to 56 Employee Participants (other than Mr. Zhao, Ms. Wan, Mr. Lu, Ms. Ni, Mr. Zhang, Mr. Ma and Mr. Huang) of a total of 8,198,789 Awards.

Details of the Initial Grants are as follows:

Date of grant January 28, 2026

Number of Awards granted A total of 20,042,494 Awards, comprising:

(i) Mr. Zhao: 6,077,677 Awards (which represent the right to subscribe for 6,077,677 Award Shares, representing approximately 3.03% of the total number of H Shares in issue (excluding any treasury shares) as at the date of this announcement) and representing approximately 1.08% of the total number of issued Shares (including H Shares and Domestic Shares, excluding treasury shares) as at the date of this announcement (the "**Conditional Award Grant to Mr. Zhao**");

(ii) Mr. Ma: 593,680 Awards (which represent the right to subscribe for 593,680 Award Shares, representing approximately 0.30% of the total number of H Shares in issue (excluding any treasury shares) as at the date of this announcement) and representing approximately 0.11% of the total number of issued Shares (including H Shares and Domestic Shares, excluding treasury shares) as at the date of this announcement (the "**Conditional Award Grant to Mr. Ma**");

(iii) Mr. Lu: 1,818,820 Awards (which represent the right to subscribe for 1,818,820 Award Shares, representing approximately 0.91% of the total number of H Shares in issue (excluding any treasury shares) as at the date of this announcement) and representing approximately 0.32% of the total number of issued Shares (including H Shares and Domestic Shares, excluding treasury shares) as at the date of this announcement (the "**Conditional Award Grant to Mr. Lu**");

(iv) Ms. Ni: 1,388,772 Awards (which represent the right to subscribe for 1,388,772 Award Shares, representing approximately 0.69% of the total number of H Shares in issue (excluding any treasury shares) as at the date of this announcement) and representing approximately 0.25% of the total number of issued Shares (including H Shares and Domestic Shares, excluding treasury shares) as at the date of this announcement (the "**Conditional Award Grant to Ms. Ni**");

(v) Ms. Wan: 1,839,795 Awards (which represent the right to subscribe for 1,839,795 Award Shares, representing approximately 0.92% of the total number of H Shares in issue (excluding any treasury shares) as at the date of this announcement) and representing approximately 0.33% of the total number of issued Shares (including H Shares and Domestic Shares, excluding treasury shares) as at the date of this announcement (the "**Conditional Award Grant to Ms. Wan**");

(vi) Mr. Zhang: 35,703 Awards (which represent the right to subscribe for 35,703 Award Shares, representing approximately 0.02% of the total number of H Shares in issue (excluding any treasury shares) as at the date of this announcement) and representing approximately 0.01% of the total number of issued Shares (including H Shares and Domestic Shares, excluding treasury shares) as at the date of this announcement (the "**Conditional Award Grant to Mr. Zhang**");

(vii) Mr. Huang: 89,258 Awards (which represent the right to subscribe for 89,258 Award Shares, representing approximately 0.04% of the total number of H Shares in issue (excluding any treasury shares) as at the date of this announcement) and representing approximately 0.02% of the total number of issued Shares (including H Shares and Domestic Shares, excluding treasury shares) as at the date of this announcement (the "**Conditional Award Grant to Mr. Huang**");and

(viii) 56 Employee Participants (other than Mr. Zhao, Ms. Wan, Mr. Lu, Ms. Ni, Mr. Zhang, Mr. Ma and Mr. Huang): 8,198,789 Awards (which represent the right to subscribe for 8,198,789 Award Shares, representing approximately 4.09% of the total number of H Shares in issue (excluding any treasury shares) as at the date of this announcement) and representing approximately 1.45% of the total number of issued Shares (including H Shares and Domestic Shares, excluding treasury shares) as at the date of this announcement.

Consideration (i.e. Grant Price) for the Awards granted	Nil
Purchase price (i.e. Vesting Price) of the Awards granted	RMB1 per Award Share
Closing price of the H Shares on the date of grant	HK$4.86 per H Share

Vesting period and market capitalization of the Awards

Vesting shall occur upon the expiry of a 12-month vesting period and the achievement of the following market capitalization targets:

Batch	Percentage of Awards to be Vested	Market Capitalization Targets and Vesting Dates
One	One-third of the Awards	The average of the closing prices of the Shares as quoted in the Stock Exchange's daily quotation sheets for any 20 consecutive trading days first reaches or exceeds HK$6.21, provided that the Grantee remains an Employee Participant
Two	One-third of the Awards	The average of the closing prices of the Shares as quoted in the Stock Exchange's daily quotation sheets for any 20 consecutive trading days first reaches or exceeds HK$7.98, provided that the Grantee remains an Employee Participant
Three	One-third of the Awards	The average of the closing prices of the Shares as quoted in the Stock Exchange's daily quotation sheets for any 20 consecutive trading days first reaches or exceeds HK$9.76, provided that the Grantee remains an Employee Participant

If the H Share price is affected by changes to the Company's capital structure through a capitalization issue, a rights issue, a subdivision or a consolidation of the Company's H Shares, the above share price targets may be adjusted upward or downward in such manner as the Board may, in its sole discretion and in writing, consider fair and reasonable. Any such adjustment will be announced as soon as practicable thereafter and may be subject to approval by Shareholders at a general meeting in accordance with the terms of the 2026 H Share Award Scheme and in compliance with applicable laws.

For the avoidance of doubt:

(A) If the average of the closing prices of the H Shares as quoted in the Stock Exchange's daily quotation sheets for any 20 consecutive trading days first reaches or exceeds HK$7.98 or HK$9.76, and the Awards previously granted for having reached the same or another target milestone have already vested, the number of Awards that may vest will be reduced accordingly (for example, if the share price target of HK$7.98 is first reached, then if HK$6.21 had not previously been reached, two-thirds (2/3) of the Awards will vest; but if HK$6.21 had previously been reached and one-third (1/3) of the Awards has already vested, then only upon subsequently reaching the share price target of HK$9.76 may an additional one-third (1/3) of the Awards vest); and

(B) If any or all Market Capitalization Targets are achieved before the expiry of the Vesting Period, any or all Awards may vest on the day immediately following the expiry of the Vesting Period.

Clawback mechanism

Subject to otherwise provided under the 2026 H Share Award Scheme, the Board (or its authorized designee) may, at its sole discretion, determine the clawback mechanism of any Award or the extension of the vesting period of an Award, if any of the following events (among others) occurs, regardless of whether such event is due to the action (or omission) of any Selected Participant:

(i) If the Selected Participant, while being an Eligible Participant, engages in any fraudulent, dishonest, or grossly misconducting acts during their employment or engagement with any member of the Group;

(ii) If any act or omission by the Selected Participant, while being an Eligible Participant, in the performance of their duties has caused or is likely to cause material adverse effects on the reputation or interests of any member of the Group;

(iii) If the Selected Participant, after ceasing to be an Eligible Participant, engages in any conduct that has or is likely to have a material adverse effect on the reputation or interests of any member of the Group; and

(iv) The Company's financial statements contain material misstatements.

Under the above circumstances, the Board (or its authorized designee) may (but is not obliged to) by notice in writing to the Grantee concerned clawback such number of Awards (to the extent not being vested) granted as the Board (or its authorized designee) may consider appropriate. The Awards that are clawed back shall be regarded as lapsed and the Awards so clawed back will not be regarded as utilized for the purpose of calculating the Scheme Mandate Limit (including any refreshed limit, where applicable).

Financial assistance

There are no arrangements for the Company or any of its subsidiaries to provide financial assistance to the Grantees to facilitate his/her purchase of H Shares under the Initial Grants of Awards under the 2026 H Share Award Scheme.

The H Shares to be allotted or treasury H Shares to be transferred upon the vesting of the Awards shall rank pari passu in all respects with the existing fully paid Shares and shall have the same voting rights, rights in respect of any dividend or other distributions paid or made on or after the date of issue, rights of transfer and other rights, including those arising on liquidation of the Company as attached to the Shares in issue on the date of such allotment and will be subject to all the provisions of the Articles for the time being in force. The Awards themselves, however, do not carry any right to voting, dividend, transfer or other rights (including those arising on a liquidation of the Company) prior to their being exercised and the underlying H Shares being issued.

No Awards has been granted to each of Mr. Zhao, Mr. Ma, Mr. Lu, Ms. Ni and Ms. Wan within the 12-month period prior to the proposed grant.

No Director will be, or is expected to be, a trustee of the 2026 H Share Award Scheme or has any direct or indirect interest in the trustee of the 2026 H Share Award Scheme.

Reasons for and Benefits of the Initial Grants

The Board considers that the grantees under the Initial Grants have made and/or will make significant contributions to the Group. With their efforts, the Group has achieved major breakthroughs in various key areas such as R&D and market expansion. In addition, such rewards will further align the interests of such grantees with the interests of the Group, encouraging such grantees to make continued contributions for the long-term development goals of the Group which is also in line with the purpose of the 2026 H Share Award Scheme. Therefore, the Board is of the view that it is essential to provide incentive rewards to such grantees.

Reasons for and Benefits of the Conditional Award Grants to Specific Director and Chief Executive Grantees

Conditional Award Grant to Mr. Zhao

The Board is of the view that the Conditional Award Grant to Mr. Zhao of 6,077,677 Awards aligns with the purpose of the 2026 H Share Award Scheme primarily taking into account the following:

(i) Mr. Zhao's duties and responsibilities within the Company, as well as his contributions to the Group's growth and development

- Mr. Zhao is the chairman of the Board and an executive Director. He is currently primarily responsible for the Group's overall strategic planning and execution as well as the development of the Group's overseas operations. His leadership role is crucial to our Group's long-term growth. Mr. Zhao has more than 23 years of experience in the pharmaceutical and medical science industries.

- During his tenure, Mr. Zhao steered the Group's strategic top-level design and established its leading position. As the Group's chairman of the Board and executive Director, Mr. Zhao is the architect of its core values and the helmsman of its long-term strategic vision. He is fully responsible for formulating the Group's overall strategic planning and business direction. Leveraging his deep understanding of the pharmaceutical industry, he has established the Group's strategic positioning to build a "digital intelligence operational platform for the life sciences industry". Mr. Zhao spearheaded the Group's evolution from a single-product model to a platform-based ecosystem. Through forward-thinking deployment of cloud computing, artificial intelligence (AI), and big data technologies, he established a comprehensive SaaS products matrix spanning clinical research, pharmacovigilance, and pharmaceutical commercialization. Under his leadership, the Group successfully broke down information silos within the industry, establishing an efficient collaborative network connecting pharmaceutical companies, hospitals, patients, and regulatory bodies. His precise foresight into industry trends has enabled the Group to consistently maintain an early-mover advantage in the fiercely competitive market.

- Mr. Zhao also spearheaded capital market operations, successfully guiding the Group through its historic leap of completing the Company's Listing on the Main Board of the Stock Exchange. Mr. Zhao played a decisive role in advancing the Group's capitalization process. Facing the highly challenging global capital market environment in recent years, Mr. Zhao demonstrated exceptional capital management capabilities and unwavering strategic resolve, successfully leading

the Group to list on the Main Board of the Stock Exchange. This landmark achievement not only raised critical development capital for the Group and significantly optimized its capital structure, but also greatly enhanced the Group's international brand image and industry credibility. During the Listing process, he spearheaded in-depth communications with global investors, clearly articulating the Group's commercial value and growth logic, and successfully attracted high-quality investors. Mr. Zhao's deep understanding of capital market regulations and effective management of investor expectations have laid a solid foundation for establishing long-term, stable investor relations within the Group, positioning the Group as a benchmark for compliance governance among public companies.

(ii) Potential contribution of Mr. Zhao's qualifications and experience to the Group's future development

- The Board and the Remuneration and Appraisal Committee have considered Mr. Zhao's professional expertise and believe that his relevant expertise is crucial to the strategic development of the Group. Specifically, Mr. Zhao is a rare hybrid leader possessing dual expertise in both the pharmaceutical industry and digital technology with reference to Mr. Zhao's extensive experience of over 23 years in pharmaceutical and medical science industries, having worked with various pharmaceutical companies since the beginning of his career and being a co-founder of Shanghai Jsure Health Technology Co., Ltd. (上海捷信醫藥科技股份有限公司), a digital patient solution provider in the pharmaceutical industry. For details of Mr. Zhao's biographical details, please refer to the Company's annual report for the year ended December 31, 2024. Mr. Zhao possesses a profound understanding of the complexities of clinical trials, the regulatory environment of the biopharmaceutical industry, and the inherent pain points of traditional drug development. His strategic vision recognizing the importance of digitalization and artificial intelligence precisely matches the Company's digital capabilities with the needs of the biopharmaceutical industry which in turn ensures that the Group's products not only maintain technological leadership but also possess high commercial value and customer stickiness. The Company is of the view that this is crucial for the Group in executing its strategic goals of optimizing management efficiency and achieving financial turnaround. This cross-disciplinary leadership is exceptionally rare within the industry and serves as the core bridge connecting the Group's technological capabilities with its industrial operations.

- The Board believes that Mr. Zhao will lead the Company in deepening its core strategy of "empowering the life sciences industry through AI-driven innovation," and will integrate AI deeply into the Company's development philosophy and product practices. This strategic positioning initiated and directed by Mr. Zhao provides direction for the research and development and promotion of the Wiz.AI

(文思智能) platform, which the Company believes will help it to gain a leading position in the wave of digital transformation in the pharmaceutical industry. At the same time, Mr. Zhao will lead the Company's strategy of "platformization, intelligentization and internationalization", accelerating its global expansion, empowering the overseas growth of PRC innovative drugs, and expanding its client base among top global pharmaceutical companies. In addition, Mr. Zhao will lead the Company's management team to continuously improve operational efficiency, enhance profitability, improve corporate governance, and strengthen risk management and investor communication.

The Wiz.AI (文思智能) platform is a vertical industry artificial intelligence technology platform independently developed by the Company based on its profound expertise in the digitalization of pharmaceutical research and development. The platform leverages the operational experience, professional knowledge, and high-quality data accumulated from thousands of clinical research projects for continuously optimizing and training specialized artificial intelligence capabilities for clinical research scenarios. It aims to significantly improve drug development efficiency and promote the formation of a data-driven, predictive intelligent research model, with an aim to helping clinical research to transition from digitalization to smart intelligence.

(iii) The fairness and reasonableness of the Conditional Award Grant to Mr. Zhao

In determining that the Conditional Award Grant to Mr. Zhao is fair and reasonable and in the interests of the Company and its Shareholders as a whole, the Board and the Remuneration and Appraisal Committee have considered the following factors:

- Mr. Zhao's leadership is crucial to this strategic transformation. He is expected to make significant contributions to the Company and is regarded as a key figure in the Group's future development. The long-term development and progress of the Group would require a strong leader who is committed to guiding the Group in overall strategic planning and development, and leading the management in implementing medium and long-term business strategies while achieving various corporate objectives of the Group.

- Given the Group's current financial condition as disclosed in the interim report for the six months ended June 30, 2025, a cash-based compensation scheme is not feasible as it would result in immediate cash outflows. The 2026 H Share Award Scheme preserves the Group's cash reserves to meet operational needs and strategic initiatives while directly linking Mr. Zhao's compensation to the Company's long-term growth and Shareholders' interests.

- The Board further benchmarked against comparable external market data and reviewed other instances of Award Shares granted to directors by listed companies on the Stock Exchange over the past twelve months, while considering (i) the market value of the Shares involved in the award and (ii) the strategic importance of the grantee's role. The Conditional Award Grant Mr. Zhao was determined to be within the scope of prevailing market practices.

Conditional Award Grant to Mr. Ma

The Board is of the view that the Conditional Award Grant to Mr. Ma of 593,680 Awards aligns with the purpose of the 2026 H Share Award Scheme primarily taking into account the following:

(i) Mr. Ma's responsibilities and duties within the Company as well as his contributions to the Group's growth and development

- Mr. Ma is an executive Director and the chief product officer of our Company. He joined our Group as the general manager of the digital research and development ("**R&D**") division in December 2014, and has been the chief product officer since February 2024. Mr. Ma has more than ten years of experience in clinical research and medical editing.

- During his tenure, Mr. Ma made pioneering contributions to advancing our Group's internationalization strategy. With his keen international perspective and deep understanding of products, Mr. Ma successfully spearheaded the breakthrough and strategic positioning in overseas markets, achieving breakthrough progress in business expansion, particularly in benchmark markets such as Singapore and the United States. He is dedicated to bringing our Group's innovative products and services to the global stage, enhancing the international influence of our Group's brand. Mr. Ma's overseas operations have not only generated new revenue growth drivers for the Group but also provided robust support for building the Group's global service network.

(ii) Potential contribution of Mr. Ma's qualifications and experience to the Group's future development

- As the core architect and executor of the Group's globalization strategy, Mr. Ma will shoulder the historic responsibility of propelling overseas operations to become the Group's "second growth curve" in his future role. In response to the increasingly complex global geopolitical and business environments, Mr. Ma's core responsibilities will shift from focusing solely on product exportation to constructing a deeply connected localized ecosystem.

- At the market expansion level, Mr. Ma will be responsible for leading the formulation and execution of differentiated penetration strategies for strategic markets such as North America and Asia-Pacific. The focus of its work lies in establishing an efficient localized operations team and building an extensive global collaboration network. Through strategic collaborations with leading local CROs, healthcare providers, and technology partners, it aims to break through market barriers and achieve scalable growth in overseas operations.

- At the product strategy level, Mr. Ma will guide the Group's product system to iterate towards international top standards. Mr. Ma will focus on establishing seamless product value chains between domestic and international markets. The standardization and modularization of products are promoted to significantly reduce overseas delivery costs, thereby enhancing the overall gross profit margin.

- Additionally, Mr. Ma will focus on maximizing customer lifetime value. By introducing internationally advanced product management concepts, we drive the transformation of products from "function-oriented" to "value-oriented", leveraging data-driven insights to help global pharmaceutical clients enhance R&D efficiency.

- In view of the above, Mr. Ma's leadership will be the key driver for the Group to diversify single market risks and achieve a leap in global brand value.

(iii) The fairness and reasonableness of the Conditional Award Grant to Mr. Ma

In determining that the Conditional Award Grant to Mr. Ma is fair and reasonable and in the interests of the Company and its Shareholders as a whole, the Board and the Remuneration and Appraisal Committee have considered the following factors:

- Mr. Ma's leadership role is critical to the Group's long-term growth, and the Company is expanding its global strategic footprint to establish a second growth curve for overseas operations. To attract leadership talent capable of executing this strategic plan, offering competitive compensation is essential.

- Given the Group's current financial condition as disclosed in the interim report for the six months ended June 30, 2025, a cash-based compensation scheme is not feasible as it would result in immediate cash outflow. The 2026 H Share Award Scheme preserves the Group's cash reserves to meet operational needs and strategic initiatives while directly linking Mr. Ma's compensation to the Company's long-term growth and Shareholders' interests.

- The Board further benchmarked against comparable external market data and reviewed other instances of Award Shares granted to Directors by companies listed on the Stock Exchange over the past twelve months, while considering (i) the market value of the Shares involved in the award and (ii) the strategic importance of the grantee's role. The Conditional Award Grant to Mr. Ma was determined to be within the scope of prevailing market practices.

Conditional Award Grant to Mr. Lu

The Board is of the view that the Conditional Award Grant to Mr. Lu of 1,818,820 Awards aligns with the purpose of the 2026 H Share Award Scheme primarily taking into account the following:

(i) Mr. Lu's duties and responsibilities within the Company as well as his contributions to the Group's growth and development

- Mr. Lu is an executive Director and the chief technology officer of our Company. He joined our Group as the president of the R&D division in May 2018, and has been the chief technology officer since March 2024. Mr. Lu has more than 14 years of experience in information technology and software engineering.

- During his tenure, Mr. Lu served as the architect of the Group's technological moat and the steward of its comprehensive quality management system. Under his leadership, the Group has established a globally-oriented R&D team with an international perspective, achieving significant breakthroughs in cutting-edge technologies such as artificial intelligence and big data applications. Mr. Lu successfully drove the technological iteration and commercialization of core products, empowering them with strong competitive differentiation through continuous innovation. He is dedicated to building an efficient, secure, and highly scalable technical architecture, providing robust technological support for the Group's large-scale business expansion and enhanced customer service experience. He oversees the comprehensive development of the Group's quality management system. By embedding quality assurance into every aspect of the Company's operations, the Group has earned the profound trust of the Group's global clients.

(ii) Potential contribution of Mr. Lu's qualifications and experience to the Group's future development

- In the deep waters of digital transformation within the life sciences industry, Mr. Lu, as the chief technology officer, will spearhead the Group's future technological vision and innovation roadmap. His core mission is to build an unparalleled "technological moat", so as to ensure the Group maintains absolute leadership in industry competition over the next five to ten years.

- Mr. Lu's primary responsibility going forward will be to comprehensively lead the in-depth application and R&D of artificial intelligence and large language models in the life sciences field. He will be tasked with establishing and leading a top-tier AI team to develop next-generation intelligent clinical research digital platforms, significantly shortening new drug development cycles and reducing research and development costs. This is not only the core selling point of the Group's products, but also a key transformation driving cost reduction and efficiency enhancement across the entire industry.

- Meanwhile, Mr. Lu will be dedicated to restructuring the internal technical architecture and enhancing its efficiency. Mr. Lu will continue to enhance the manpower efficiency ratio of the internal R&D team, directly contributing to the Group's operational optimization and cost control objectives. Mr. Lu will ensure that technological investments are swiftly translated into commercially valuable product features while preventing resource wastage.

- Against the backdrop that data security has been increasingly becoming a core concern for global pharmaceutical companies, Mr. Lu will also be responsible for building a world-class data security and privacy protection system. He will spearhead the establishment of a compliant technical foundation that meets the requirements of data security laws in the PRC and other countries. This is not only the cornerstone of the Group's global business operations, but also an essential prerequisite for earning the trust of top global partners and undertaking cutting-edge industry projects. Mr. Lu's technical leadership will directly determine the Group's future innovation capabilities and security foundation.

(iii) The fairness and reasonableness of the Conditional Award Grant to Mr. Lu

In determining that the Conditional Award Grant to Mr. Lu is fair and reasonable and in the interests of the Company and its Shareholders as a whole, the Board and the Remuneration and Appraisal Committee have considered the following factors:

- Given that Mr. Lu's leadership has established a globally oriented R&D team with international vision and achieved significant breakthroughs in cutting-edge technologies such as artificial intelligence and big data applications, it is crucial to attract leadership talent capable of executing this strategic plan. Offering competitive compensation is therefore essential.

- Given the Group's current financial condition as disclosed in the interim report for the six months ended June 30, 2025, a cash-based compensation scheme is not feasible as it would result in immediate cash outflow. The 2026 H Share Award Scheme preserves the Group's cash reserves to meet operational needs and strategic initiatives while directly linking Mr. Lu's compensation to the Company's long-term growth and Shareholders' interests.

- The Board further benchmarked against comparable external market data and reviewed other instances of Award Shares granted to Directors by companies listed on the Stock Exchange over the past twelve months, while considering (i) the market value of the Shares involved in the Award and (ii) the strategic importance of the grantee's role. The Conditional Award Grant to Mr. Lu was determined to be within the scope of prevailing market practices.

Conditional Award Grant to Ms. Ni

The Board is of the view that the Conditional Award Grant to Ms. Ni of 1,388,772 Awards aligns with the purpose of the 2026 H Share Award Scheme primarily taking into account the following:

(i) Ms. Ni's duties and responsibilities within the Company, and her contributions to the Group's growth and development

- Ms. Ni is an executive Director, the legal director and the Board secretary of our Company. In April 2018, she joined the Group as a deputy general manager, the legal director and the Board secretary, and has since served as the legal director and the Board secretary. Ms. Ni has more than 17 years of experience in legal related matters.

- During her tenure, Ms. Ni made outstanding contributions to advancing the Group's capital market operations and establishing its legal compliance framework. She played a pivotal role in coordination and facilitation in the Group's historic milestone of successfully Listing on the Stock Exchange, ensuring seamless integration into the international capital markets. At the Company's governance level, Ms. Ni established a legal and compliance management framework spanning the Group's global operations, spearheading the top-level design and systematic development of internal legal systems. During the implementation of the Group's internationalization strategy, she has safeguarded the Group's stable operations and overseas market expansion, effectively mitigating complex transnational business risks.

(ii) Potential contribution of Ms. Ni's qualifications and experience to the Group's future development

- In the context of the Group's proactive promotion of globalization and the strategic endeavor to establish an overseas "second growth curve", Ms. Ni, in her capacity as legal director, will continue to spearhead the establishment and optimization of a compliance management system encompassing global operations. She will ensure that the Company complies with regulatory requirements in the PRC, the United States, the European Union and other jurisdictions, providing legal support and risk assessments for the Company's globalization strategy, major business decisions, and new market entries. Ms. Ni will spearhead the establishment of an end-to-end risk prevention and control mechanism for critical compliance areas in the medical technology sector, including clinical trial data, pharmaceutical marketing and data security. She will oversee the compliance review of major contracts and related-party transactions while conducting regular compliance training, thereby laying a solid legal foundation for the Company's stable operations and strategic implementation.

- With the Company's successful Listing on the Stock Exchange, it is necessary to handle complex cross-border regulatory compliance and capital markets integration tasks. To ensure the smooth implementation of the Company's strategic initiatives, Ms. Ni, as the Board secretary, will assume full responsibility for the critical duties of information disclosures and corporate governance for the listed Company. Through cross-departmental collaboration and the establishment of refined systems, the Company ensures strict compliance with the Listing Rules and relevant regulatory requirements. to drive the improvement of the Company's corporate governance standards and effectively convey the Company's value to global investors.

- Following the Listing, regulatory requirements became more complex. Ms. Ni, serving in the dual roles of legal director and Board secretary, efficiently integrated legal compliance with information disclosures and investor relations management. This seamless integration established a robust foundation for corporate governance, safeguarding the Company's long-term stable operations.

(iii) The fairness and reasonableness of the Conditional Award Grant to Ms. Ni

In determining that the Conditional Award Grant to Ms. Ni is fair and reasonable and in the interests of the Company and its Shareholders as a whole, the Board and the Remuneration and Appraisal Committee have considered the following factors:

- Given that Ms. Ni holds core responsibilities in information disclosure, compliance, and risk management, her professional capabilities directly impact the Company's capital market image and governance standards. Particularly within the stringent compliance environment of the Hong Kong stock market, this role contributes to enhancing corporate governance transparency and investor confidence. To attract leadership talent capable of executing this strategic plan, offering competitive compensation is essential.

- Given our Group's current financial condition as disclosed in the interim report for the six months ended June 30, 2025, a cash-based compensation scheme is not feasible as it would result in immediate cash outflows. The 2026 H Share Award Scheme preserves our Group's cash reserves to meet operational needs and strategic initiatives while directly linking Ms. Ni's remuneration to the Company's long-term growth and Shareholders' interests.

- The Board further benchmarked against comparable external market data and reviewed other instances of Award Shares granted to Directors by companies listed on the Stock Exchange over the past twelve months, while considering (i) the market value of the Shares involved in the Award and (ii) the strategic importance of the grantee's role. The Conditional Award Grant to Ms. Ni was determined to be within the scope of prevailing market practices.

Conditional Award Grant to Ms. Wan

The Board is of the view that the Conditional Award Grant to Ms. Wan of 1,839,795 Awards aligns with the purpose of the 2026 H Share Award Scheme primarily taking into account the following:

(i) Ms. Wan's duties and responsibilities within the Company as well as her contributions to our Group's growth and development

- Ms. Wan joined the Group in February 2016 as a vice president of the business development division of the Company. Between October 2019 to June 2023, Ms. Wan was the general manager of the business-to-business division of the Company. Since June 2023, she has been the general manager of the digital services division, a senior vice president and the chief commercial officer of the Company. Ms. Wan has more than 15 years of experience in the pharmaceutical and medical science industries.

- During her tenure as the general manager of the Company, Ms. Wan made significant contributions to enhancing the Group's overall operational efficiency and commercial scale. She takes overall charge of the implementation of the Group's business strategy, demonstrating exceptional leadership in market expansion. She has achieved breakthrough progress in developing and retaining strategic key accounts and critical clients, not only consolidating the Group's market share but also enhancing customer lifetime value. Ms. Wan, through implementing lean operations and management optimization measures, significantly enhanced organizational labor efficiency and management synergy, driving robust revenue growth for the Group while substantially narrowing losses and accelerating the turnaround process.

(iv) Potential contribution of Ms. Wan's qualifications and experience to the Group's future development

- As the Company's general manager, Ms. Wan will be the chief executive responsible for the Group's future business strategy, fully undertaking the core mission of leading the Group to achieve "turning losses into profits" and advancing into a high-quality profitability cycle. Ms. Wan's work will directly determine the Group's financial performance and market competitiveness and is crucial for the Group to fulfill its commitment to shareholders' returns.

- Ms. Wan will oversee the coordinated advancement of operational efficiency improvements across the Group. Ms. Wan will implement lean management to deeply optimize the Group's organizational structure, business processes, and resource allocation. This includes strictly controlling non-core expenditures, boosting per-capita output across business units, and reducing operational costs through digitalization, thereby accelerating the Group's achievement of its break-even point.

- In terms of commercial growth, Ms. Wan will personally lead the charge, dedicated to consolidating and expanding market share. Ms. Wan will focus on deepening strategic partnerships with leading global pharmaceutical companies and key clients, driving their transition from single-product usage to adoption of full-platform solutions, thereby significantly enhancing customer lifetime value. She will spearhead the upgrade of the commercialization system to ensure innovative products can be rapidly commercialized. While maintaining robust revenue growth, she will optimize the revenue structure and increase the proportion of high Gross profit businesses.

- Additionally, Ms. Wan will be responsible for building organizational consensus and forging a results-driven, high-performing team. Against the backdrop of intensifying industry competition, she will establish a scientific performance incentive system to energize the team and foster innovation. Ms. Wan's leadership will be the decisive force enabling the Group to navigate through industry cycles and transform from "scale expansion" to "profitability-driven" growth.

(v) The fairness and reasonableness of the Conditional Award Grant to Ms. Wan

In determining that the Conditional Award Grant to Ms. Wan is fair and reasonable and in the interests of the Company and its Shareholders as a whole, the Board and the Remuneration and Appraisal Committee have considered the following factors:

- Under her leadership, the Company has achieved robust revenue growth and, through refined cost control, optimized resource allocation, and structural adjustments, substantially narrowed losses, accelerating the Group's transition towards a profitable cycle. This has not only optimized the financial structure but also provided support for enhancing the Group's long-term creditworthiness and market competitiveness. Her leadership is crucial to the Group, and she is expected to make significant contributions to the Company and is regarded as a key figure in the Group's future development.

- Given the Group's current financial condition as disclosed in the interim report for the six months ended June 30, 2025, a cash-based compensation scheme is not feasible as it would result in immediate cash outflows. The 2026 H Share Award Scheme preserves the Group's cash reserves to meet operational needs and strategic initiatives while directly linking Ms. Wan's compensation to the Company's long-term success and growth.

- The Board further benchmarked against comparable external market data and reviewed other instances of incentive Share awards Granted to general manager by companies listed on the Stock Exchange over the past twelve months, while considering (i) the market value of the Shares involved in the award and (ii) the strategic importance of the grantee's role. The Conditional Award Grant to Ms. Wan was determined to be within the scope of prevailing market practices.

In light of the foregoing, the Board (including the independent non-executive Directors, with Mr. Zhao, Mr. Ma, Mr. Lu and Ms. Ni abstaining from voting) and the Remuneration and Appraisal Committee consider that the number of Award Shares, the terms and conditions of the Awards, and the issue and allotment of new Shares are fair and reasonable, and are in line with the objectives of the 2026 H Share Award Schemes (namely, to attract, retain, and motivate talent critical to our Group's development) and the long-term interests of the Company and its Shareholders as a whole.

Save for the Initial Grants, the Company currently does not have any plan or intention to grant Awards to Eligible Participants under the 2026 H Share Award Scheme in the next 12-month period as at the date of this announcement.

Number of H Shares Available for Future Grant

As disclosed above, as at the date of this announcement, there were 200,425,133 H Shares (excluding any treasury Shares) in issue. Assuming that there will be no change in the number of the issued H Shares between the date of this announcement and the Adoption Date, the total number of H Shares which may be issued and allotted upon the grant of all Awards under the 2026 H Share Award Scheme and any other share scheme(s) of the Company under the Scheme Mandate Limit would be 20,042,513 H Shares, representing approximately 10% of the total number of H Shares in issue (excluding any treasury Shares) as at the Adoption Date and representing approximately 3.56% of the total number of issued Shares (including H Shares and Domestic Shares, excluding treasury Shares) as at the Adoption Date.

Subsequent to the adoption of the 2026 H Share Award Scheme and the approval of the Conditional Award Grants to Specific Director and Chief Executive Grantees at the EGM, assuming that there will be no change in the total number of the issued H Shares (excluding any treasury Shares) between the date of this announcement and the Adoption Date and after taking into account of the Initial Grants of 20,042,494 Awards, the number of H Shares available for future grant under the Scheme Mandate Limit of the 2026 H Share Award Scheme will be 19 H Shares.

Listing Rules Implications

Pursuant to Rule 17.04(1) of the Listing Rules, the Conditional Award Grants to Director and Chief Executive Grantees have been reviewed and approved by the independent non-executive Directors. Each of Mr. Zhao, Mr. Ma, Mr. Zhang, Mr. Lu, Mr. Huang and Ms. Ni had abstained from voting on the relevant Board resolutions in relation to the respective Conditional Award Grants to Director and Chief Executive Grantees to themselves.

The Conditional Award Grants to Specific Director and Chief Executive Grantees would result in the Shares issued and to be issued in respect of all awards granted (excluding any awards lapsed in accordance with the terms of the applicable scheme) to each of Mr. Zhao, Mr. Ma, Mr. Lu, Ms. Ni and Ms. Wan in the 12-month period up to and including the date of the Conditional Award Grants to Specific Director and Chief Executive Grantees representing in aggregate over 0.1% of the total number of H Shares in issue (excluding any treasury shares). As such, the Conditional Award Grant to Mr. Zhao, the Conditional Award Grant to Mr. Ma, the Conditional Award Grant to Mr. Lu, the Conditional Award Grant to Ms. Ni and the Conditional Award Grant to Ms. Wan will be subject to the approval by the Independent Shareholders. Mr. Zhao and his associates which, in aggregate, held in aggregate 179,419,528 Shares (including 178,203,028 Domestic Shares and 1,216,500 H Shares), representing approximately 31.83% of the issued Shares (excluding any treasury Shares)) as at the date of this announcement, shall abstain from voting in favour of the relevant resolution in relation to the Conditional Award Grant to Mr. Zhao at the EGM.

In respect of the respective resolution to approve the Conditional Award Grant to Mr. Ma, the Conditional Award Grant to Mr. Lu, the Conditional Award Grant to Ms. Ni and the Conditional Award Grant to Ms. Wan, as the case may be, save for the core connected persons of the Company (namely, Mr. Zhao and his associates) which held in aggregate 179,419,528 Shares (including 178,203,028 Domestic Shares and 1,216,500 H Shares), no other Shareholder is required to abstain from voting in favour of the respective resolution to be proposed at the EGM and none of them has indicated their intention to vote against the relevant resolution with respect to the relevant resolution.

Save as disclosed above, to the best knowledge of the Directors, as of the date of this announcement, none of the grantees under the Initial Grants is (i) a Director, chief executive or 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 under Rule 17.03D(1) of the Listing Rules; or (iii) a related entity participant or service provider (as defined under the Listing Rules) with options and awards granted and to be granted in any 12-month period exceeding 0.1% of the total number of issued H Shares (excluding any treasury Shares).

EGM

An EGM will be convened for the Shareholders or Independent Shareholders, as the case may be, to consider and, if thought fit, approve, among other things: (i) the proposed adoption of the 2026 H Share Award Scheme; (ii) the Conditional Award Grant to Mr. Zhao of 6,077,677 Awards; (iii) the Conditional Award Grant to Mr. Ma of 593,680 Awards; (iv) the Conditional Award Grant to Mr. Lu of 1,818,820 Awards; (v) the Conditional Award Grant to Ms. Ni of 1,388,772 Awards; (vi) the Conditional Award Grant to Ms. Wan of 1,839,795 Awards; and (vii) the authorization to the Board and/or its authorized person to handle matters relating to the 2026 H Share Award Scheme.

A circular containing, among other things, details and summaries of principal terms of the 2026 H Share Award Scheme, and details of the Conditional Award Grant to Mr. Zhao, the Conditional Award Grant to Mr. Ma, the Conditional Award Grant to Mr. Lu, the Conditional Award Grant to Ms. Ni and the Conditional Award Grant to Ms. Wan, together with the notice of the EGM, will be published by the Company in due course.

Unless the context otherwise requires, the following expressions shall have the following meanings:

"2026 H Share Award Scheme" or "the Scheme"	the 2026 H Share Award Scheme to be proposed for adoption by the Company at the EGM
"Adoption Date"	the date on which the proposed adoption of the 2026 H Share Award Scheme (as the case may be) is approved by the Shareholders in general meeting or, if applicable, the date on which any other requisite approval(s) for the adoption of the 2026 H Share Award Scheme (as the case may be) as required under the Listing Rules is obtained, whichever is later
"associate"	has the meaning ascribed to it in the Listing Rules
"Award(s)"	award(s), being contingent rights to receive such number of Award Share(s) awarded pursuant to the 2026 H Share Award Scheme
"Award Share(s)"	in respect of a Selected Participant, such number of H Shares as awarded to him by the Board
"Board"	the board of Directors
"Company"	Zhejiang Taimei Medical Technology Co., Ltd. (浙江太美醫療科技股份有限公司), a joint stock company with limited liability incorporated in the PRC, the predecessor of which was Jiaxing Taimei Medical Technology Co., Ltd. (嘉興太美醫療科技有限公司), a limited liability company established in the PRC on June 6, 2013, and if the context requires, includes its predecessor
"Conditional Award Grant to Mr. Huang"	the grant of 89,258 Awards (which represent the right to subscribe for 89,258 H Shares, representing approximately 0.04% of the total number of H Shares in issue (excluding any treasury shares) as at the date of this announcement

"Conditional Award Grant to Mr. Zhang"	the grant of 35,703 Awards (which represent the right to subscribe for 35,703 H Shares, representing approximately 0.02% of the total number of H Shares in issue (excluding any treasury shares) as at the date of this announcement
"Conditional Award Grants to Director and Chief Executive Grantees"	the Conditional Award Grant to Mr. Zhao, the Conditional Award Grant to Mr. Ma, the Conditional Award Grant to Mr. Zhang, the Conditional Award Grant to Mr. Lu, the Conditional Award Grant to Mr. Huang, the Conditional Award Grant to Ms. Ni, the Conditional Award Grant to Ms. Wan
"Conditional Award Grants to Specific Director and Chief Executive Grantees"	the Conditional Award Grant to Mr. Zhao, the Conditional Award Grant to Mr. Ma, the Conditional Award Grant to Mr. Lu, the Conditional Award Grant to Ms. Ni and the Conditional Award Grant to Ms. Wan
"core connected person"	has the meaning ascribed to it under the Listing Rules
"Director(s)"	director(s) of the Company
"EGM"	the 2026 first extraordinary general meeting of the Company to be held on February 14, 2026
"Eligible Participant(s)"	Employee Participants who have contributed or may contribute to the development and growth of the Group, subject to the eligibility criteria as provided in the 2026 H Share Award Scheme
"Employee Participant(s)"	any directors (rather than an independent non-executive Director), supervisors and employees (including full-time employees and part-time employees) of the Group (including persons who are granted awards under the 2026 H Share Award Scheme as an inducement to enter into employment contracts with these companies)

"Excluded Participant(s)"	any Eligible Participant who is resident in a place where the grant of an Award Share and/or the vesting and transfer of the Award Shares pursuant to the terms of the 2026 H Share Award Scheme is not permitted under the laws or regulations of such place or where in the view of the Board or the trustee (as the case may be), compliance with applicable laws or regulations in such place makes it necessary or expedient to exclude such Eligible Participant
"Grant Date"	the date (which shall be a Business Day) on which the Grant is made to an Eligible Participant, being the date of the Letter of Grant
"Grant Price"	the consideration payable by the Grantee on acceptance of an Offer as determined by the Board (or the authorized designee) in its sole and absolute discretion, which can be nil
"Grantee"	any Eligible Person who accepts an Offer in accordance with the terms of the 2026 H Share Award Scheme
"Group"	the Company and its subsidiaries
"H Share(s)"	overseas listed foreign share(s) in the Company's ordinary share capital, with a nominal value of RMB1.00 each, which were listed on the Stock Exchange and traded in Hong Kong dollars
"HK$" or "Hong Kong dollars"	Hong Kong dollars, the lawful currency of Hong Kong
"Hong Kong"	the Hong Kong Special Administrative Region of the PRC
"Independent Shareholders"	the Shareholders, other than Mr. Zhao and his associates and all other core connected persons of the Company
"Initial Grants"	a total of 20,042,494 Awards to 63 Participants pursuant to the 2026 H Share Award Scheme, conditional upon the adoption of the 2026 H Share Award Scheme, respectively, which include, among others, the Conditional Award Grants to Director and Chief Executive Grantees

"Listing"	the listing of the H Shares on the Main Board of the Stock Exchange
"Listing Rules"	the Rules Governing the Listing of Securities on the Stock Exchange, as amended from time to time
"Mr. Huang"	Mr. HUANG Yufei, an executive Director
"Mr. Lu"	Mr. LU Yiming, an executive Director
"Mr. Ma"	Mr. MA Dong, an executive Director
"Mr. Zhang"	Mr. ZHANG Hongwei, an executive Director
"Mr. Zhao"	Mr. ZHAO Lu, an executive Director and the chairman of the Company
"Ms. Ni"	Ms. NI Xiaomei, an executive Director
"Ms. Wan"	Ms. WAN Yunyun, the general manager of the Company
"Offer"	an offer of Awards under the 2026 H Share Award Scheme
"PRC"	the People's Republic of China, and for the purpose of this announcement only, excluding Hong Kong, Macau and Taiwan regions of the PRC
"Remuneration and Appraisal Committee"	the remuneration and appraisal committee of the Board
"RMB" or "Renminbi"	Renminbi, the lawful currency of the PRC
"Scheme Mandate Limit"	the total number of H Shares which may be issued, transferred out of treasury H Shares in respect of all awards and Award Shares to be granted under the 2026 H Share Award Scheme
"Scheme Rules"	the relevant rules of the 2026 H Share Award Scheme
"Selected Participant(s)"	Eligible Participant(s) selected by the Board pursuant to the Scheme Rules for participation in the 2026 H Share Award Scheme (or his/her legal personal representative or lawful successor as the case may be)

"Share(s)"	the ordinary share(s) in the capital of the Company with a nominal value of RMB1.00 each, comprising the Domestic Shares and the H Shares
"Shareholder(s)"	holder(s) of the Share(s)
"Stock Exchange"	The Stock Exchange of Hong Kong Limited
"subsidiary(ies)"	has the meaning ascribed to it under the Listing Rules
"treasury Shares"	has the meaning ascribed to it under the Listing Rules
"Vesting Price"	the purchase price per H Share, determined by the Board (or its authorized person), payable by a Grantee to the Company on the vesting of an Award, which can be nil
"%"	per cent

On behalf of the Board
Zhejiang Taimei Medical Technology Co., Ltd.
Mr. ZHAO Lu
Chairman of the Board

Hong Kong, January 28, 2026

As at the date of this announcement, the Board comprises Mr. ZHAO Lu, Mr. MA Dong, Mr. ZHANG Hongwei, Mr. LU Yiming, Mr. HUANG Yufei and Ms. NI Xiaomei as executive Directors, and Dr. JIANG Xiao, Dr. LI Zhiguo and Mr. FUNG Che Wai Anthony as independent non-executive Directors.