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Nanjing Leads Biolabs Co., Ltd.
南京维立志博生物科技股份有限公司

(A joint stock company established in the People's Republic of China with limited liability)

(Stock Code: 9887)

GRANT OF AWARDS
PURSUANT TO THE H SHARE AWARD SCHEME

This announcement is made pursuant to Rules 17.06A, 17.06B and 17.06C of the Listing Rules. The Board announces that on July 1, 2026, the Company granted a total of 2,254,691 Awards to 149 Grantees under the H Share Award Scheme, subject to acceptance by the Grantees.

The Grantees include new employees who joined the Group recently and other existing employees. The grant of Awards to each Grantee has been determined in accordance with the relevant performance target and criteria as set out in the respective grant letter and employment agreement. The grant of Awards were made in accordance with the Scheme Rules approved by the Board and the Shareholders on December 17, 2025.

The abovementioned Awards will be satisfied by existing H Shares which had been 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 grant of Awards, it will not result in any dilution effect on the shareholdings of existing Shareholders.

DETAILS OF THE GRANT OF THE AWARDS

The details of the Awards granted to the Grantees are as follows:

Grant Date: July 1, 2026

Number of Grantees and number of Awards granted:	(i) Mr. Zuo, an executive Director, joint company secretary and Chief Financial Officer of the Company, 198,891 Awards, representing 198,891 underlying H Shares; and
	(ii) 148 other non-connected employee(s) of the Company, 2,055,800 Awards, representing 2,055,800 underlying H Shares in aggregate.

Purchase price of the Awards granted:	Nil
Closing price of the H Shares on the Grant Date:	HK\$49.32 per H Share ^(Note)
Vesting period of the Awards:	The Awards granted shall be vested as follows: (i) Awards granted to Mr. Zuo shall vest in three tranches. 50% of the Awards granted shall vest on September 1, 2026; 25% of the Awards shall vest on January 22, 2027, and 25% of the Awards shall vest on January 22, 2028. (ii) All other Awards granted have a mixed vesting schedule with a total vesting period (i.e. the period between the Grant Date and the last vesting date) of 36 or 48 months. The Awards granted will be vested in several batches. As the grant of Awards to the Grantees was delayed due to administrative reasons, the period between the Grant Date and certain vesting date is less than 12 months to reflect the period during which the Awards would otherwise have been granted. The total vesting and holding period of the Awards granted is more than 12 months, which falls within the specific circumstances permitted by the Scheme Rules, where the Board and the Remuneration Committee are of the view that the shorter period for the vesting aligns with the purpose of the H Share Award Scheme and is in line with market practice, and that shorter vesting period is appropriate for incentivizing and rewarding the Grantees, as well as encouraging them to continuously contribute to the operation, development and long-term success and growth of the Group.
Performance targets:	The vesting of the Awards granted to the Grantees (including Mr. Zuo and other-non-connected employees) will be subject to achievement of individual performance targets, as set out in the respective grant letter. These performance targets are set against certain benchmark of the functions in which the individual Grantee serves, which include, among others, research and development, sales and marketing, business development, and will be assessed in the annual performance review.

Clawback mechanism: The Awards shall be subject to the clawback mechanism as set out in the H Share Award Scheme. In circumstances where it, in the absolute opinion of the Board, may be regarded as inequitable for any Awards to be vested, including but not limited to (i) where there has been a material misstatement or omission in the financial reports of the Group; (ii) if the relevant Grantee has committed any fraud or serious misconduct; or (iii) any of the circumstances set forth in the Scheme Rules, such Awards shall be subject to clawback pursuant to the Scheme Rules, as amended from time to time.

Financial Assistance: The Group has not provided any financial assistance to the Grantees to facilitate the purchase of H Shares under the H Share Award Scheme.

Note: As the Grant Date is a non-trading day, this amount is the closing price on June 30, 2026, being the trading day immediately preceding the Grant Date.

Pursuant to Rule 17.04(1) of the Listing Rules, the Awards conditionally granted to Mr. Zuo had been reviewed and approved by the independent non-executive Directors. The grant of Awards to Mr. Zuo would not result in the Shares issued and to be issued in respect of all Awards granted to Mr. Zuo (excluding any awards lapsed in accordance with the terms of the applicable scheme) in the 12-month period up to and including the date of such grant representing in aggregate over 0.1% of the issued Shares (excluding treasury Shares). As such, the grant of Awards to Mr. Zuo will not be subject to approval by the Shareholders pursuant to Rule 17.04(4) of the Listing Rules.

Save as disclosed above, none of the Grantees is: (i) a connected person of the Company, or a Director, chief executive, or substantial Shareholder of the Company, or an associate of any of them; (ii) a participant with share options and awards granted and to be granted exceeding the 1% individual limit under Rule 17.03D of the Listing Rules; or (iii) a related entity participant or service provider with share options and awards granted and to be granted in any 12-month period exceeding 0.1% of the Shares in issue (excluding treasury Shares).

REASONS FOR AND BENEFIT OF THE GRANT OF AWARDS

The purposes of the aforesaid grant of Awards are to (i) recognize the contributions made to the Company by the Grantees; (ii) motivate, encourage and retain the Grantees to make contributions to long-term sustainable development and performance goals of the Company; and (iii) closely align the interests of the Grantees with those of the Shareholders, investors and the Company, thereby enhancing the cohesion of the Company and facilitating the maximization of the value of the Company. The Company believes that the grant of Awards serve as an important incentive to motivate them to bring a higher return to the Company and as a reward to the past contributions made by such Director, senior management and employees to the business development and financing of the Company. The Board considers that the grant of Awards is fair and reasonable, on normal commercial terms, and is in the best interests of the Company and its Shareholders as a whole.

NUMBER OF SHARES AVAILABLE FOR FUTURE GRANT

The maximum number of Shares that may be granted under the H Share Award Scheme in respect of all Awards that may be granted under the H Share Award Scheme would be no more than 19,889,180 Shares. As of the date of this announcement and after the grant of the Awards, 17,634,489 Shares will be available for future grants pursuant to the H Share Award Scheme, out of which 9,944,590 new Shares will be available for future grants under the H Share Award Scheme and 1,988,918 Shares will be available for future grants to service providers within the scheme mandate limit.

DEFINITIONS

In this announcement, unless the context otherwise requires, the following expressions shall have the following meanings:

Term	Definition
“Awards”	award(s) granted by the Board and/or its Delegatee to a Grantee under the H Share Award Scheme
“Board”	the board of Directors of the Company
“Company”	Nanjing Leads Biolabs Co., Ltd., a joint stock company with limited liability incorporated in the PRC, the H Shares of which are listed on the Main Board of the Stock Exchange (stock code: 9887)
“Director(s)”	director(s) of the Company
“Delegatee”	the Board committee(s) and/or person(s) delegated by the Board. Unless otherwise determined by the Board, the delegatee shall be the chairman of the Board
“Grant Date”	July 1, 2026
“Grantee(s)”	the grantee(s) of the Awards
“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
“H Share Award Scheme”	the H share award scheme adopted by the Company and approved by the Shareholders on December 17, 2025
“HK\$”	Hong Kong dollars, the lawful currency of Hong Kong

“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, modified or otherwise supplemented from time to time
“Mr. Zuo”	Mr. Zuo Honggang, an executive Director, joint company secretary and Chief Financial Officer of the Company
“Remuneration Committee”	the remuneration committee of the Board
“Scheme Rules”	the rules of the H Share Award Scheme
“Share(s)”	ordinary share(s) in the share capital of our Company with a nominal value of RMB1.00 each, comprising Unlisted Share(s) and H Share(s)
“Shareholder(s)”	holder(s) of the Share(s)
“Stock Exchange”	The Stock Exchange of Hong Kong Limited
“substantial shareholder(s)”	shall have the same meaning as set out in the Listing Rules
“%”	per cent

By order of the Board
Nanjing Leads Biolabs Co., Ltd.
 南京维立志博生物科技股份有限公司
Dr. KANG XIAOQIANG
*Chairman, Executive Director and
 Chief Executive Officer*

Nanjing, PRC, July 1, 2026

As at the date of this announcement, the board of directors of the Company comprises: (i) Dr. Kang Xiaoqiang (Chairman of the Board), Dr. Lai Shoupeng and Mr. Zuo Honggang as executive Directors; (ii) Mr. Zhang Yincheng, Dr. Chen Renhai and Dr. Wu Fenglan as non-executive Directors; and (iii) Dr. Zhang Hongbing, Mr. Du Yilong and Ms. Du Jiliu as independent non-executive Directors.