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Pharmaron Beijing Co., Ltd.

康龍化成(北京)新藥技術股份有限公司

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

(Stock Code: 3759)

**(1) CANCELLATION OF SHARE AWARDS UNDER THE FIRST
H SHARE AWARD AND TRUST SCHEME**

AND

**(2) GRANT OF SHARE AWARDS UNDER THE 2025
H SHARE AWARD AND TRUST SCHEME**

The Company has cancelled the Previous Grants made under the First H Share Award and Trust Scheme and make the replacement New Grant under the 2025 H Share Award and Trust Scheme on substantially similar terms to replace the grantee's entitlement under the Previous Grant. To this effect, the management committee of the respective H Share Scheme has resolved to:

- a. Subject to the relevant grantee's consent, cancel 5,396,470 H Share awards granted under the 2025 First H Shares Employee Share Award of the First H Share Award and Trust Scheme, representing all outstanding H Share awards granted under the 2025 First H Shares Employee Share Award on July 2, 2025;
- b. Subject to the cancellation of the Previous Grants, grant 5,396,470 H Share awards under the 2025 H Share Award and Trust Scheme, representing approximately 1.53% of the total issued H Shares and 0.29% of the total issued Shares of the Company, on substantially the same terms and conditions of the Previous Grant.

This announcement is made pursuant to Rules 17.06A, 17.06B and 17.06C of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "**Listing Rules**").

References are made to (a) the respective circulars of Pharmaron Beijing Co., Ltd. (the "**Company**") dated November 25, 2020 and May 29, 2025 (collectively, the "**Circulars**") and (b) the respective poll results announcements of the Company dated December 11, 2020 and June 20, 2025 in relation to, among other things, (i) the adoption of the First H Share Award and Trust Scheme and the 2025 H Share Award and Trust Scheme (collectively, the "**H Share Schemes**") and (ii) the grant of authorization to the Board to handle matters relating to the H Share Schemes.

Unless the context otherwise requires, capitalized terms used in this announcement shall have the same meanings as defined in the Circulars.

1. CANCELLATION OF SHARE AWARDS UNDER THE FIRST H SHARE AWARD AND TRUST SCHEME

On July 2, 2025, the Management Committee of the First H Share Award and Trust Scheme granted an aggregate of 5,396,470 H Share awards to 546 employees under the 2025 First H Shares Employee Share Award of the First H Share Award and Trust Scheme, the details of which has been set forth in the Company's 2025 annual report.

On July 2, 2026, the Management Committee of the First H Share Award and Trust Scheme resolved to, subject to the relevant grantee's consent, cancel 5,396,470 H Share awards granted under the 2025 First H Shares Employee Share Award of the First H Share Award and Trust Scheme, representing all outstanding H Share awards granted (the "**Previous Grant**"). The Company's cancellation of the Previous Grant and the grant of the New Grant (as defined below) as replacement grants under substantially similar terms was due to change in foreign exchange administrative policies.

2. GRANT OF SHARE AWARDS UNDER THE 2025 H SHARE AWARD AND TRUST SCHEME

On July 2, 2026, the Management Committee of the 2025 H Share Award and Trust Scheme resolved to grant an aggregate of 5,396,470 H Share awards to 546 employees under the 2025 H Share Award and Trust Scheme (the "**New Grant**"), all such grants shall be subject to the relevant employees' consent to the cancellation of the Previous Grant, additional details of which are set out below:

Date of the New Grant	:	July 2, 2026
Grantees under the New Grant	:	546 Eligible Employees, being the grantees under the Previous Grant.
Number of H Shares Granted	:	5,396,470
Grant Price (HKD)	:	Nil
Closing Price of H Shares on the Date of the New Grant	:	18.85 HKD/Share

Vesting Period¹

- : Upon the individual performance targets being satisfied or waived pursuant to a decision of the Management Committee, vesting shall occur in accordance with the prescribed proportion as set out below:

Tranche	Vesting Period	Prescribed Proportion
First Tranche	Beginning from the date of the New Grant	25%
Second Tranche	From the first trading day after the expiry of 12 months following the Date of the New Grant until the last trading day within the 24 months following the Date of the New Grant	25%
Third Tranche	From the first trading day after the expiry of 24 months following the Date of the New Grant until the last trading day within the 36 months following the Date of the New Grant	25%
Fourth Tranche	From the first trading day after the expiry of 36 months following the Date of the New Grant until the last trading day within the 48 months following the Date of the New Grant	25%

Performance Targets²

- : The individual performance targets for all tranches are: Annual individual performance assessment result for the year preceding each vesting period is satisfactory (i.e., performance assessment result of Level C or above).

Clawback Mechanism : If a Selected Participant: (a) violates any laws or professional ethics; (b) discloses confidential information of the Company; (c) causes damage to the interests or reputation of the Company due to failure to discharge his duties or willful misconduct; (d) has his employment or labor contract with the Company terminated for any of the above reasons; or (e) is involved in a material misstatement in the Company's financial statements, the Selected Participant shall return to the Company all interests in the Award Shares already vested, and any outstanding Award Shares not yet vested shall be immediately forfeited, unless the Board or the Delegatee determines otherwise in its sole and absolute discretion. In addition, in the event of serious violation or damage, the Company reserves the right to bring a claim against the Selected Participant for the damages suffered by the Company.

Notes:

1. *The first tranche of the New Grant will vest immediately upon acceptance of the New Grant as they are granted as replacement of the Previous Grant, and the new vesting schedule gives effect to the vesting schedule of the Previous Grant.*
2. *The New Grant were made as replacement grant to the Previous Grant, as the relevant grantees have already fulfilled the group performance targets under the Previous Grant, no group performance target were set for the New Grant.*

3. REASONS FOR AND BENEFITS OF THE NEW GRANT

The grant is to recognize and reward the grantees of the New Grant for their contribution to the Group. The New Grant does not involve grant to either Directors nor chief executive of the Company, and are made to give effect to entitlements under the Previous Grant, preserving the rights of the grantees and the Company. The Company does not expect New Grant any adverse effect on the grantee nor the Company.

4. LISTING RULES IMPLICATIONS

The New Grant constitutes a grant of share awards under a share scheme governed by Chapter 17 of the Listing Rules.

To the best knowledge of the Directors, as at the date of this announcement, none of the grantees of the Grant is (i) a Director, chief executive or substantial shareholder of the Company, or an associate (as defined under the Listing Rules) of any of them; (ii) a participant with awards granted and to be granted exceeding the 1% individual limit; or (iii) a related entity participant or service provider with awards granted and to be granted in any 12-month period exceeding 0.1% of the total H Shares in issue (excluding treasury H Shares).

As at the date of this announcement, 1,866,830 H Shares are available for future grant under the scheme mandate limit of the 2025 H Share Award and Trust Scheme.

By order of the Board
Pharmaron Beijing Co., Ltd.
康龍化成(北京)新藥技術股份有限公司
Dr. Lou Boliang
Chairman

Beijing, the PRC
July 2, 2026

As at the date of this announcement, the Board of Directors of the Company comprises Dr. LOU Boliang, Mr. LOU Xiaoqiang and Ms. ZHENG Bei as executive Directors; Mr. LI Shing Chung Gilbert as employee representative Director, Ms. WAN Xuan as non-executive Director; Ms. LI Lihua, Prof. TSANG King Fung and Ms. SHEN Rong as independent non-executive Directors.