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**BeOne Medicines Ltd.**

**百濟神州有限公司**

*(a corporation incorporated under the laws of Switzerland)*

**(Stock Code: 06160)**

## **GRANT OF RESTRICTED SHARE UNITS**

This announcement is made pursuant to Rules 17.06A, 17.06B and 17.06C of the Listing Rules. On August 7, 2026, the compensation committee of the Board granted RSUs involving an aggregate of 40,764 ADSs to 362 Grantees under the 2016 Share Option and Incentive Plan.

### **RESTRICTED SHARE UNITS UNDER THE 2016 SHARE OPTION AND INCENTIVE PLAN**

On August 7, 2026, the compensation committee of the Board granted a total of 40,764 RSUs (in ADSs) to 362 Grantees under the 2016 Share Option and Incentive Plan. The 40,764 RSUs represent 529,932 underlying Shares, representing approximately 0.03% of the total issued Shares at the date of this announcement.

#### **Details of the RSU Grant**

Details of the RSUs are as follows:

|                                                                           |                                                                                                                                                                                                                                         |
|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Date of Grant:                                                            | August 7, 2026                                                                                                                                                                                                                          |
| Number of Grantee(s):                                                     | 362 (including one service provider, who is engaged to provide unbranded disease awareness services in areas relating to, or ancillary to, the Group's principal business to help maintain or enhance the competitiveness of the Group) |
| Number of underlying Shares representing the RSUs granted:                | 529,932                                                                                                                                                                                                                                 |
| Number of RSUs granted (in ADSs):                                         | 40,764 (including 1,435 RSUs granted (in ADSs) to one service provider)                                                                                                                                                                 |
| Total number of new ADSs to be acquired upon vesting of the RSUs granted: | 40,764                                                                                                                                                                                                                                  |

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|-------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Consideration for the Grant:                    | Nil                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Closing price of the ADSs on the Date of Grant: | US\$348.27 per ADS (approximately HK\$210.03 per ordinary share)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Vesting period:                                 | <p>The RSUs granted shall vest as follows; provided, however, that some of RSUs may be subject to accelerated vesting upon a termination and/or change in control:</p> <ul style="list-style-type: none"> <li>• 25% shall vest on each anniversary of the last trading day of the month following the Grantee's service relationship start date for the next four years, in each case, subject to the Grantee's continued employment relationship with the Company on such vesting dates.</li> </ul> <p>In addition to the foregoing, the RSUs granted to 4 Grantees (who are not senior managers), shall vest as follows; provided, however, that some RSUs may be subject to accelerated vesting upon a termination and/or change in control:</p> <ul style="list-style-type: none"> <li>• 25% shall vest on each anniversary of July 31, 2026 for the next four years, in each case, subject to the Grantee's continued employment relationship with the Company on such vesting dates.</li> </ul> <p>In addition to the foregoing, the RSUs granted to one Grantee, a service provider, shall vest as follows:</p> <ul style="list-style-type: none"> <li>• 25% of the Shares shall vest on August 7, 2027 and each anniversary of July 31, 2027 if the grantee remained in a continuous service relationship with the Company or its subsidiaries through each such date; provided, however, that certain underlying Shares shall become vested upon a change of control or termination of service, if applicable, as set forth in such grantee's consulting agreement or offer letter.</li> </ul> |

The period between the Date of Grant and the first vesting date of the RSUs granted to 361 Grantees (who are not senior managers) will be less than 12 months, but the RSUs granted will be vested in several batches, with a total vesting and holding period of more than 12 months, which is a specific circumstance permitted by the 2016 Share Option and Incentive Plan.

Clawback mechanism:

The grants of RSUs are not subject to any clawback mechanism for the Company to recover but would be subject to tax withholding by the Company pursuant to the terms and conditions of the 2016 Share Option and Incentive Plan.

The RSUs are subject to the terms and conditions of the 2016 Share Option and Incentive Plan and form of award agreement covering the grants.

The Grantees of the RSUs above include the employees and one service provider of the Group and do not fall under any of the following categories: (a) a Director, chief executive, or substantial shareholder of the Company, or an associate of any of them; (b) a participant with awards granted and to be granted exceeding the 1% individual limit under Rule 17.03D of the Listing Rules; or (c) a related entity participant or service provider with awards granted and to be granted in any 12-month period exceeding 0.1% of the issued Shares.

There are no performance targets attached to the grants RSUs above. The compensation committee of the Board is of the view that the grants of RSUs to the Grantees without performance targets and the grants of RSUs without a clawback mechanism are market competitive, consistent with the Company's customary practice, and align with the purpose of the 2016 Share Option and Incentive Plan.

There are no arrangements for the Company or any of its subsidiaries to provide financial assistance to any of the Grantees to facilitate the purchase of Shares under the 2016 Share Option and Incentive Plan.

After the grants above, 113,721,802 underlying Shares (including 23,102,631 underlying Shares under the consultant sublimit) will be available for future grants under the 2016 Share Option and Incentive Plan.

## **REASONS FOR AND BENEFITS OF THE GRANTS**

The 2016 Share Option and Incentive Plan provides the Company with flexibility to use various equity-based incentives and other awards as compensation tools to motivate the Company's workforce.

In addition, the Company granted RSUs to the service provider after considering (i) the Grantee's experience in the service field and the nature, scope and benefit of the services to be provided to the Company; and (ii) the length of service the Grantee will provide to the Company. The Board is of the view that the grant of RSUs can align the interests of the Grantee with the interests of the Company and the shareholders, motivate the Grantee to contribute to the Company's growth, and strengthen the Grantee's service commitment to the Company, and therefore serves the purposes of the 2016 Share Option and Incentive Plan.

## DEFINITIONS

|                                        |                                                                                                                                                                                                                                                                                                                                     |
|----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| “2016 Share Option and Incentive Plan” | the 2016 Share Option and Incentive Plan initially adopted by the Company on January 14, 2016, which was most recently amended as the Fifth Amended and Restated 2016 Share Option and Incentive Plan on June 11, 2026, the principal terms of which were set out in the Company’s Proxy Statement/Circular dated on April 28, 2026 |
| “ADS(s)”                               | American Depositary Shares (each representing 13 ordinary shares of the Company)                                                                                                                                                                                                                                                    |
| “associate”                            | has the same meaning ascribed to it under the Listing Rules                                                                                                                                                                                                                                                                         |
| “Board”                                | the board of directors of the Company                                                                                                                                                                                                                                                                                               |
| “Company”                              | BeOne Medicines Ltd., a corporation incorporated under the laws of Switzerland and listed on the Stock Exchange (Stock Code: 06160), NASDAQ (Trading Symbol: ONC) and Shanghai Stock Exchange STAR Market (Stock Code: 688235)                                                                                                      |
| “Date of Grant”                        | August 7, 2026                                                                                                                                                                                                                                                                                                                      |
| “Director(s)”                          | director(s) of the Company                                                                                                                                                                                                                                                                                                          |
| “Grantee(s)”                           | the employee(s) and/or service provider(s) of the Group who were granted RSUs in accordance with the 2016 Share Option and Incentive Plan on the Date of Grant                                                                                                                                                                      |
| “Group”                                | the Company and its subsidiaries                                                                                                                                                                                                                                                                                                    |
| “HK\$”                                 | the lawful currency of Hong Kong                                                                                                                                                                                                                                                                                                    |
| “Hong Kong”                            | Hong Kong Special Administrative Region of the PRC                                                                                                                                                                                                                                                                                  |
| “Listing Rules”                        | Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited                                                                                                                                                                                                                                                |
| “NASDAQ”                               | The Nasdaq Global Select Market                                                                                                                                                                                                                                                                                                     |
| “PRC”                                  | the People’s Republic of China                                                                                                                                                                                                                                                                                                      |
| “RSU(s)”                               | restricted share unit(s) entitling the Grantee(s) to acquire Shares subject to the satisfaction of specified vesting condition which are granted under the 2016 Share Option and Incentive Plan                                                                                                                                     |

|                   |                                                                                         |
|-------------------|-----------------------------------------------------------------------------------------|
| “Share(s)”        | ordinary shares in the issued capital of the Company with a nominal value of US\$0.0001 |
| “Stock Exchange”  | The Stock Exchange of Hong Kong Limited                                                 |
| “subsidiary(ies)” | has the same meaning ascribed to it under the Listing Rules                             |

*For the purpose of this announcement and for illustrative purpose only, conversions of US\$ to HK\$ are based on the exchange rate of US\$1.00 = HK\$7.84. No representation is made that any amounts in HK\$ or US\$ can be or could have been converted at the relevant dates at the above rate or at any other rates or at all.*

By order of the Board  
**BeOne Medicines Ltd.**  
**Mr. John V. Oyler**  
*Chairman*

Hong Kong, August 13, 2026

*As at the date of this announcement, the Board of Directors of the Company consists of Mr. John V. Oyler as Chairman and Executive Director, Dr. Felix J. Baker and Dr. Xiaodong Wang as Non-executive Directors, and Dr. Olivier Brandicourt, Dr. Margaret Han Dugan, Mr. Anthony C. Hooper, Ms. Elizabeth F. Mooney, Dr. Alessandro Riva, Dr. Charles L. Sawyers and Ms. Shalini Sharp as Independent Non-executive Directors.*