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Asymchem Laboratories (Tianjin) Co., Ltd.

凱萊英醫藥集團(天津)股份有限公司

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

(Stock Code: 6821)

GRANTS UNDER THE 2026 A SHARE SCHEME

References are made to (i) the announcement of Asymchem Laboratories (Tianjin) Co., Ltd. (the “**Company**”, together with its subsidiaries, the “**Group**”) dated 8 July 2026 in relation to, among other things, the proposed adoption of the 2026 A Share Scheme (the “**2026 A Share Scheme Announcement**”); (ii) the circular of the Company dated 3 August 2026 (the “**Circular**”); and (iii) the poll results announcement of the Company dated 20 August 2026 in relation to the third extraordinary general meeting of 2026 (the “**EGM**”), at which the 2026 A Share Scheme, the Assessment Management Measures and the authorization to the Board to handle matters pertaining to the 2026 A Share Scheme were approved by the Shareholders. Unless otherwise defined, capitalised terms used in this announcement shall have the same meaning as those defined in the Circular.

THE GRANTS UNDER THE 2026 A SHARE SCHEME

The Board announces that on 25 August 2026, pursuant to the 2026 A Share Scheme and the authorization granted by the Shareholders at the EGM, the Company made the initial grant of an aggregate of 2,711,000 Restricted Shares under the 2026 A Share Scheme to 622 Incentive Participants (the “**Grants**”), comprising (i) key personnel in technology and business roles of the Company (including its subsidiaries); and (ii) directors, supervisors and general managers of the Company’s subsidiaries.

The details of the Grants are as follows:

Date of the Grants	25 August 2026
Number of grantees	622 Incentive Participants
Category of grantees	(i) key personnel in technology and business roles of the Company (including its subsidiaries) (615 Incentive Participants); and (ii) directors, supervisors and general managers of the Company’s subsidiaries (7 Incentive Participants).

Number of Restricted Shares granted	2,711,000 Restricted Shares, representing approximately 80.02% of the total number of Restricted Shares which may be granted under the 2026 A Share Scheme, approximately 0.82% of the total number of issued A Shares (excluding treasury Shares) and approximately 0.75% of the total issued share capital of the Company (excluding treasury Shares) as at the date of the Grants.
Closing price of the A Shares on the Date of the Grants	RMB172.23 per A Share
Grant Price	RMB76.70 per Restricted Share
Determination of the Grant Price	The Grant Price was determined in accordance with the terms of the 2026 A Share Scheme as disclosed in the Circular.
Source of the Restricted Shares	(i) ordinary A Shares repurchased by the Company from the secondary market; and (ii) new ordinary A Shares to be issued by the Company to the Incentive Participants.
Lock-up Period	12, 24, 36 or 48 months from the date of completion of the registration for the grant of the Restricted Shares to the Incentive Participants. During the Lock-up Period, the Restricted Shares shall not be transferred, used to guarantee or repay debts. Any Shares obtained by an Incentive Participant in respect of the Restricted Shares arising from any conversion of capital reserve into share capital, bonus issue or share sub-division shall be locked up simultaneously and shall have the same expiration date of the Lock-up Period.

Unlocking arrangement (Vesting schedule)	The Restricted Shares shall be unlocked in four tranches as follows: <table border="1"> <thead> <tr> <th data-bbox="587 229 1275 278">Unlocking Period</th><th data-bbox="1275 229 1466 278">Percentage</th></tr> </thead> <tbody> <tr> <td data-bbox="587 278 1275 474">First Unlocking Period: From the first trading day upon the expiry of 12 months from the date of completion of registration for the grant of the Restricted Shares to the last trading day upon the expiry of 24 months from such date</td><td data-bbox="1275 278 1466 474">25%</td></tr> <tr> <td data-bbox="587 474 1275 670">Second Unlocking Period: From the first trading day upon the expiry of 24 months from the date of completion of registration for the grant of the Restricted Shares to the last trading day upon the expiry of 36 months from such date</td><td data-bbox="1275 474 1466 670">25%</td></tr> <tr> <td data-bbox="587 670 1275 866">Third Unlocking Period: From the first trading day upon the expiry of 36 months from the date of completion of registration for the grant of the Restricted Shares to the last trading day upon the expiry of 48 months from such date</td><td data-bbox="1275 670 1466 866">25%</td></tr> <tr> <td data-bbox="587 866 1275 1061">Fourth Unlocking Period: From the first trading day upon the expiry of 48 months from the date of completion of registration for the grant of the Restricted Shares to the last trading day upon the expiry of 60 months from such date</td><td data-bbox="1275 866 1466 1061">25%</td></tr> </tbody> </table>	Unlocking Period	Percentage	First Unlocking Period: From the first trading day upon the expiry of 12 months from the date of completion of registration for the grant of the Restricted Shares to the last trading day upon the expiry of 24 months from such date	25%	Second Unlocking Period: From the first trading day upon the expiry of 24 months from the date of completion of registration for the grant of the Restricted Shares to the last trading day upon the expiry of 36 months from such date	25%	Third Unlocking Period: From the first trading day upon the expiry of 36 months from the date of completion of registration for the grant of the Restricted Shares to the last trading day upon the expiry of 48 months from such date	25%	Fourth Unlocking Period: From the first trading day upon the expiry of 48 months from the date of completion of registration for the grant of the Restricted Shares to the last trading day upon the expiry of 60 months from such date	25%
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Black-out Period	No Incentive Participant shall transfer the relevant Restricted Shares to any third party in any form within the three months from the expiration date of each Lock-up Period. Upon the expiry of such three months, the Board may, based on the overall market capitalization performance of the Company, determine whether to extend the Black-out Period for the relevant Restricted Shares.										
Conditions of the Grants	The Board has confirmed that all conditions of grant under the 2026 A Share Scheme have been satisfied as at the date of the Grants.										

**Performance targets
(Unlocking conditions)**

Unlocking of the Restricted Shares is subject to performance appraisal requirements at both the Company level and the Incentive Participant level in each appraisal year.

Company-level performance appraisal objectives:

Unlocking Period	Appraisal year	Revenue growth (A) Am/An	Net profit growth (B) Bm/Bn	Proportion
First	2026	15%/10%	15%/10%	25%
Second	2027	30%/20%	30%/20%	25%
Third	2028	40%/30%	40%/30%	25%
Fourth	2029	50%/40%	50%/40%	25%

Company-level unlocking proportion:

Performance appraisal indicators	Completion rate	Unlock portion (X)
A or B	$\geq A_m$ or $\geq B_m$	X=100%
A or B	$A_n \leq A < A_m$ or $B_n \leq B < B_m$	X=75%
A and B	$A < A_n$ and $B < B_n$	X=0

Individual-level unlocking factor:

Performance evaluation	Grade	Individual factor
Outstanding	A	100%
Exceeding	B	80%
Qualified	C	60%
Unqualified	D	0%

The actual portion to be unlocked equals the proportion of unlocking at the Company level multiplied by the individual unlocking factor multiplied by the maximum number of Restricted Shares scheduled to be unlocked by the relevant Incentive Participant in the relevant year. For the Restricted Shares that fail to satisfy the Unlocking Conditions during the relevant Unlocking Period, the Company shall repurchase and cancel the corresponding Restricted Shares at the Grant Price.

Clawback/lapse mechanism	The Restricted Shares are subject to clawback, lapse and/or repurchase and cancellation at the Grant Price upon the occurrence of specified events under the 2026 A Share Scheme, including where the Company or the relevant Incentive Participant ceases to satisfy the applicable conditions, where the Incentive Participant ceases employment or loses eligibility in specified circumstances, and where there are false records, misleading statements or material omissions in the Company's information disclosure documents. A material misstatement in the Company's financial statements constitutes a clawback trigger. In such circumstances, the Restricted Shares granted but not yet unlocked shall not be unlocked and shall lapse or be repurchased and cancelled in accordance with the terms of the 2026 A Share Scheme. Full details of the clawback/lapse mechanism are set out in the Circular.
Financial assistance	There are no arrangements for the Company or any of its subsidiaries to provide financial assistance to any of the Incentive Participants to facilitate the purchase of the Restricted Shares.

REASONS FOR AND BENEFITS OF THE GRANTS

The purpose of the 2026 A Share Scheme is to further establish and enhance the Company's long-term incentive mechanism, to attract and retain the management backbone and core technology and business talent who are critical to the Group's operations and long-term growth, to fully engage their enthusiasm and cohesion, and to effectively align the interests of the Shareholders, the Company and the Incentive Participants, fostering a collective focus on the Company's long-term development.

The number of Restricted Shares granted to each Incentive Participant was determined by reference to a range of factors, including the Incentive Participant's role, seniority and scope of responsibilities within the Group, his or her historical and anticipated contribution to the operational and financial development of the Group, the retention value of the Incentive Participant to the Group, and prevailing market practice for comparable positions. The benefit granted to these individuals are commensurate with their job responsibilities.

The Board is of the view that the Grants are in line with the purpose of the 2026 A Share Scheme and the remuneration policy of the Company and are fair and reasonable and in the interests of the Company and the Shareholders as a whole.

LISTING RULES IMPLICATIONS

The 2026 A Share Scheme was approved by the Shareholders at the EGM in compliance with Chapter 17 of the Listing Rules. This announcement is made pursuant to Rules 17.06A, 17.06B and 17.06C of the Listing Rules.

None of the grantees is (i) a Director, a chief executive or a 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 of the Listing Rules; or (iii) a related entity participant or service provider with options and awards granted and to be granted in any 12-month period exceeding 0.1% of the relevant class of Shares in issue (excluding treasury Shares). Accordingly, none of the Grants is subject to approval by the Shareholders.

In accordance with Chapter 14A of the Listing Rules, directors or chief executives of the Company's subsidiaries are connected persons of the Company. Pursuant to Rule 14A.92(3)(a) of the Listing Rules, the grant of Restricted Shares under the 2026 A Share Scheme to connected persons under a share scheme which has been approved by the Shareholders in compliance with Chapter 17 of the Listing Rules is fully exempt from the reporting, announcement, annual review and independent shareholders' approval requirements under Chapter 14A of the Listing Rules.

To the extent that the Grants are to be satisfied by new A Shares, the Grants shall be conditional upon the completion of the relevant registration procedures with the Shenzhen Stock Exchange and China Securities Depository and Clearing Corporation Limited. The Company will comply with the disclosure obligations under Rules 13.25A and 13.25B of the Listing Rules upon the issue of any new A Shares in respect of the Grants.

NUMBER OF SHARES AVAILABLE FOR FUTURE GRANT

As at the date of this announcement, following the Grants, 677,000 Restricted Shares are available for future grant under the scheme mandate of the 2026 A Share Scheme.

By order of the Board
Asymchem Laboratories (Tianjin) Co., Ltd.
Dr. Hao Hong
*Chairperson of the Board, Executive Director
and Chief Executive Officer*

Tianjin, the PRC, 25 August 2026

As of the date of this announcement, the Board comprises Dr. Hao Hong as the Chairperson of the Board and executive Director, Ms. Yang Rui, Mr. Zhang Da and Mr. Hong Liang as executive Directors, Dr. Ye Song and Ms. Zhang Ting as non-executive Directors, and Dr. Sun Xuejiao, Dr. Hou Xinyi and Mr. Xie Weikai as independent non-executive Directors.