

Hong Kong Exchanges and Clearing Limited and The Stock Exchange of Hong Kong Limited take no responsibility for the contents of this announcement, make no representation as to its accuracy or completeness and expressly disclaim any liability whatsoever for any loss howsoever arising from or in reliance upon the whole or any part of the contents of this announcement.



Medtide Inc.

泰德醫藥(浙江)股份有限公司

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

(Stock Code: 3880)

**(1) PROPOSED ADOPTION OF THE RSU SCHEME; AND
(2) PROPOSED ADOPTION OF THE SERVICE PROVIDER SUBLIMIT**

The Board of Directors of Medtide Inc. hereby announces that on August 27, 2026, the Board passed resolutions in relation to, among others, (i) the proposed adoption of the RSU Scheme, and (ii) the proposed adoption of the Service Provider Sublimit.

(1) PROPOSED ADOPTION OF THE RSU SCHEME

I. A summary of the principal terms of the RSU Scheme is set out below.

A. *Purpose of the RSU Scheme*

The purposes of the RSU Scheme are:

- (1) to recognize the contributions by certain Participants and to provide them with incentives in order to retain them for the continual operation and development of the Group; and
- (2) to attract suitable personnel for further development of the Group.

To meet market expectations and secure the top-tier talent essential for executing the Group's post-listing expansion plans, the Group considers moving beyond cash incentives. Adopting the RSU Scheme, compliant with Chapter 17 of the Listing Rules, will allow the Group to offer long-term, equity-based incentives tied to the Company's valuable public shares. The Company believes that this strategic shift is also crucial for retaining and attracting the select, high-caliber individuals who drive sustainable growth and long-term Shareholder value.

B. Effectiveness of the RSU Scheme

The RSU Scheme is conditional upon the following:

- (1) the passing of a special resolution by the shareholders of the Company in a shareholders' meeting to approve the adoption of this RSU Scheme and to authorize the Directors to grant Awards, allot and issue H Shares, arrange H Share transfers, and perform other related operations in respect of the H Shares underlying the Awards in accordance with the terms and conditions of this RSU Scheme; and
- (2) the approval by the Listing Committee of The Stock Exchange of Hong Kong Limited of the listing of, and permission to deal in, the new H Shares to be issued pursuant to the Awards granted under the terms of this RSU Scheme.

C. Duration

Subject to any early termination as may be determined by the Board pursuant to the provisions contained in the RSU Scheme, the RSU Scheme shall be valid and effective for a term of 10 years commencing on the Adoption Date, after which period no further Awards will be granted, but the provisions of the RSU Scheme will in all other respects remain in full force and effect and Awards that are granted from the Adoption Date until the 10th anniversary of the Adoption Date may continue to be vested in accordance with their terms of grant.

D. Administration

The RSU Scheme shall be subject to the administration of the Board and the Trustee in accordance with the rules of the RSU Scheme and the Trust Deed. The Board may by resolution delegate any or all of its powers in the administration of the RSU Scheme to any person(s) as from time to time authorized by the Board for such purpose.

The Company expects the Trustee to be an independent professional trustee, and none of the Directors are expected to have an interest in the Trustee.

E. Operation of the RSU Scheme

Any Awarded Shares shall be (i) existing H Shares transferred, gifted, assigned, or conveyed to the Trust or as may be purchased by the Trustee on the Stock Exchange or off the market; or (ii) new H Shares to be allotted and issued to the Trustee by the Company under the Scheme Mandate Limit; or (iii) treasury shares transferred, gifted, assigned, or conveyed to the Trust subject to the Listing Rules.

The Board is entitled to impose any conditions (including a period of continued service within the Group after the Award), as it deems appropriate in its absolute discretion with respect to the vesting of the RSUs on the Selected Participant, and shall inform the Trustee and such Selected Participant of the relevant conditions of the Award and the RSUs. Such conditions may include, among others, performance targets (if any as determined by the Board in its absolute discretion), which may comprise a mixture of key performance indicators components, including but not limited to (i) financial targets of the Group (such as revenue and/or profit of the Group); (ii) non-financial parameters of the Group (such as the business performance of the Group, which may relate to the Group's strategic objectives,

operational targets and plans for future development); (iii) the Selected Participant's position key performance indicators relevant to his roles and responsibilities and/or its annual appraisal results (in respect of Employee Participants); and/or (iv) the Selected Participant's contribution to the Group's financial and operating results (such as period of engagement, increase in revenue or profits, reduction in costs, product/service advancement) (in respect of Related Entity Participants and Service Providers). During the vesting period, in respect of any performance targets as may be specified by the Board in the Grant Notice that must be fulfilled before the RSUs may be vested, the Board will conduct assessment from time to time by comparing the performance with the pre-set targets to determine whether such targets and the extents to which have been met. If, after the assessment, the Board determines that any prescribed performance targets have not been met, the Award(s) shall lapse automatically. The vesting period of the Awards shall generally not be less than 12 months. A shorter vesting period may be permitted for Employee Participants in the circumstances permitted under the Listing Rules and the Scheme Rules. Notwithstanding any other provisions of the RSU Scheme, subject to applicable laws and regulations, the Board shall be at liberty to waive any vesting conditions. H Shares underlying any RSUs granted under the RSU Scheme that lapse for any reason without having been vested and H Shares underlying the unvested portion of any RSUs in case of partial vesting will, to the extent not prohibited by applicable laws and regulations, be available for subsequent Award grants under the RSU Scheme.

F. Scope of Participant

The Participant of the RSU Scheme comprise: (i) any Employee; (ii) any Related Entity Participant; and (iii) any Service Provider.

(i) Employee Participant

In determining the eligibility of and the number of Awards to be granted to any Selected Participant who is an Employee Participant, the Board will assess their potential and/or actual contribution to the Group. For the basis of determining the eligibility of Directors as the Selected Participant, the Board will consider period of employment, responsibilities, time commitment, knowledge in the industry and prevailing market practice. For the basis of determining the eligibility of senior management and other employee as the Selected Participant, the Board will consider individual performance, time commitment, responsibilities, work experience, professional qualifications and knowledge in the industry.

(ii) Service Provider

Participants include Service Providers; provided that such entity (if applicable) is not a US Participant. In determining the eligibility of and the number of RSUs to be granted to any Selected Participant who is a Service Provider, the Board shall take into consideration matters including, but without limitation to (1) the scale of the Service Provider's business dealings with the Group, the length of business relationships between the Service Provider and the Group, the positive impacts (in terms of, including without limitation, proactively promoting/catalyzing the continuing development and growth of the Group, and bringing innovation, new talents and expertise to the Group), potential and/or actual contribution on the Group's business development, the future plans in relation to further business collaboration and generally the significance to the Group of building long-term business relationships with the Service Provider; (2) whether such Service Provider has a proven track record of timely delivery of services,

the quality of services delivered, the scale of the Service Provider's business dealings with the Group, and the ease of replacing such service provider(s) with another Service Provider which could offer similar quality and consistency in the provision of services; (3) the potential and/or actual degree of the Service Provider's involvement in and/or cooperation with the Group with regard to the number, scale and nature of projects, and the period of engagement/cooperation/business relationship with the Group; (4) whether the Service Provider is regarded as a valuable human resource of the Group based on the Service Provider's work experience, professional qualifications, knowledge in industry and other relevant factors (including without limitation technical knowhow, market competitiveness, synergy between the Service Provider and the Group, external business connections, strategic value, and reputability); and (5) the usual fees chargeable by other Service Providers in the market and the contribution of the advisors and consultants.

Based on such criteria, the Board has categorized the Service Providers to include the Group's:

- a. advisers or consultants: advisers and consultants under this category would be individuals and/or entities which provide, on a regular or recurring basis, advisory services and consultancy services, and in relation to the Group's principal business or business development. These include industry experts, strategic consultants, and regulatory advisors, as well as specialized consultants in the fields of AI-driven drug discovery and CDMO process optimization, who provide specialized guidance on global cGMP compliance (such as U.S. FDA and NMPA requirements), CMC regulatory submission processes, and international facility expansion strategies, while also supporting the Company's business expansion towards intelligent and technology-driven development. Such services are directly related to and highly critical for the successful execution of the Group's principal business, and are in line with the Group's long-term development interests.
- b. technology and R&D service providers: they serve as an extension of the Group's core technological capabilities, offering specialized and customized technology development and R&D support. By outsourcing certain specialized testing, niche technological processes, and advanced equipment support to these providers, the Group can leverage external expertise to enhance its proprietary technological platforms. Especially in the areas of AI-assisted process optimization and synthesis route prediction, external R&D service providers can assist the Group in improving R&D efficiency, serving as an effective supplement to its internal core capabilities. This serves as a vital extension of the Group's core technological capabilities, accelerating its CRDMO research and development efficiency without incurring heavy fixed costs.

(iii) Related Entity Participant

In case of the Related Entity Participant, the Board will consider, among others, their participation and contribution to the development of the Group and/or the extent of benefits and synergies brought to the Group.

G. Scheme Mandate Limit

The total number of Shares which may be issued (including any treasury shares which may be transferred) in respect of all options and awards to be granted under the RSU Scheme and any other share scheme(s) adopted by the Company, together with the total number of Awards to be granted in accordance with the terms of the RSU Scheme the underlying H Shares of which are existing H Shares purchased by the Trustee, must not exceed 10% of the issued share capital of the Company (excluding treasury shares, if any) as of the Adoption Date, (the “**Scheme Mandate Limit**”), unless otherwise permitted by the Listing Rules or the Company obtains the approval of its Shareholders in accordance with the RSU Scheme. Assuming that no new Shares are issued or repurchased by the Company prior to the EGM and that the total share capital of the Company on the Adoption Date remains 141,800,000 Shares, the Scheme Mandate Limit shall be 14,180,000 Shares.

Subject to the paragraph above, within the Scheme Mandate Limit, the total number of Shares which may be issued (including any treasury shares which may be transferred) in respect of all options and awards to be granted under the RSU Scheme and any other share scheme(s) of the Company to Service Providers, together with the total number of Awards to be granted to the Service Providers in accordance with the terms of the RSU Scheme the underlying H Shares of which are existing H Shares purchased by the Trustee, must not in aggregate exceed 1% of the total number of Shares in issue (excluding treasury shares, if any) as of the Adoption Date (the “**Service Provider Sublimit**”). Assuming that the total share capital of the Company on the Adoption Date remains 141,800,000 Shares, the Service Provider Sublimit shall be 1,418,000 Shares. The Service Provider Sublimit was determined with reference to (i) the purposes of the RSU Scheme; (ii) the potential dilution effect of the utilization of the Service Provider Sublimit; and (iii) the Group’s business needs and plans with respect to the use of Service Providers.

The basis for determining the Service Provider Sublimit includes the potential dilution effect arising from grants of Awards to the Service Providers, the importance of striking a balance between achieving the purpose of the RSU Scheme and protecting Shareholders from excessive dilution, and the expected commercial value and technical support attributable to the Service Providers.

H. Application for Listing

Application will be made to the Listing Committee of the Stock Exchange for the approval of the listing of, and permission to deal in, the H Shares which may fall to be issued and allotted in respect of all share awards that may be granted pursuant to the Scheme.

II. Proposed authorization to the Board and the Trustee to handle matters relating to the RSU Scheme

In order to ensure the successful implementation of the RSU Scheme, the Board proposes that, subject to the approval of the Scheme by the Shareholders at the EGM, it is proposed to the Shareholders to grant an authorization to the Board and the Trustee to administer the RSU Scheme in accordance with the rules of the Scheme and the Trust Deed. The Board shall, subject to the Listing Rules, have the sole and absolute right to handle all matters in relation to the RSU Scheme with full authority, including interpreting the RSU Scheme provisions; determining Award recipients, terms, vesting conditions and any equitable adjustments; arranging for the acquisition or issuance of H Shares (whether new or existing, on – or off-market) to satisfy vesting obligations; and approving, executing or amending all related agreements and documents as it deems necessary or expedient.

(2) PROPOSED ADOPTION OF THE SERVICE PROVIDER SUBLIMIT

As the scope of eligible participants shall be expanded to include Service Providers, the Board considers that it is appropriate to adopt a Service Provider Sublimit within the Scheme Mandate Limit in accordance with Rule 17.03A(1) of the Listing Rules.

Accordingly, the total number of Awards which may be granted under the RSU Scheme to Service Providers from time to time shall not exceed 1% of the total number of Shares in issue (excluding treasury shares, if any) as of the Adoption Date. Thus, the Service Provider Sublimit in respect of the RSU Scheme shall be 1,418,000 Shares, being 1% of the total number of Shares in issue (excluding treasury shares, if any) as of the Adoption Date assuming that no new Shares are issued or repurchased by the Company prior to the EGM.

The Company may seek the approval of its Shareholders in a shareholders' meeting to refresh the Service Provider Sublimit, subject to compliance with the requirements of the Listing Rules.

The Service Provider Sublimit is subject to separate approval by the Shareholders at the EGM. The passing of the special resolution in relation to the proposed adoption of the Service Provider Sublimit shall be conditional upon the passing of the special resolution in relation to the proposed adoption of the RSU Scheme.

To the best of the Directors' knowledge, information and belief, having made all reasonable enquiries, no Shareholder is required to abstain from voting on the relevant resolution to approve the proposed adoption of the Service Provider Sublimit at the EGM.

IMPLICATIONS UNDER THE LISTING RULES

Pursuant to Chapter 17 of the Listing Rules, the RSU Scheme will constitute a share scheme of the Company involving the issuance of new H Shares and therefore the adoption of the RSU Scheme is subject to the approval of the Shareholders. The terms of the RSU Scheme are in accordance with the relevant requirements under Chapter 17 of the Listing Rules.

GENERAL INFORMATION

The EGM will be convened to consider and, if thought fit, approve, among other things, (i) the proposed adoption of the RSU Scheme, and (ii) the proposed adoption of the Service Provider Sublimit. A circular containing, among other things, details and principal terms of the RSU Scheme together with the notice of EGM will be published by the Company in due course.

DEFINITIONS

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

“Adoption Date”	being the date on which the RSU Scheme is adopted by the Company
“Awarded Share(s)”	H Share(s) (including treasury shares, if any) underlying the RSU(s) granted to the Selected Participants under the rules of the RSU Scheme;
“Award”	RSUs granted by the Board pursuant to the RSU Scheme to a Selected Participant;
“Board”	the board of directors of the Company, and for the purpose of the RSU Scheme, if the context so permits, it shall include such committee or sub-committee or person(s) as from time to time delegated with the power and authority by the board of directors of the Company to administer the RSU Scheme;
“CDMO”	contract development and manufacturing organization, a company that serves other companies in the pharmaceutical industry on a contract basis to provide comprehensive services from drug development through drug manufacturing;
“cGMP”	current good manufacturing practice;
“CMC”	chemistry, manufacturing, and control, a section to evaluate the characteristics of a therapeutic and its manufacturing and quality testing process used to support clinical studies and marketing applications;
“Company”	Medtide Inc. (泰德醫藥(浙江)股份有限公司), a limited liability company incorporated in the PRC on June 11, 2020 and converted into a joint stock company with limited liability on February 10, 2023, formerly known as Taide Pharmaceutical (Zhejiang) Co., Ltd.* (泰德醫藥(浙江)有限公司), whose shares are listed on the Stock Exchange (stock code: 3880);
“Director(s)”	director(s) of the Company;
“EGM”	the 2026 first extraordinary general meeting of the Company;
“Employee”	any employee, director or officer of any member of the Group;
“Grant Notice”	has the meaning ascribed to it under the RSU Scheme;
“Group”	the Company and its Subsidiaries from time to time, and “member of the Group” means any or a specific one of them;

“H Share(s)”	overseas listed foreign share(s) in the share capital of the Company with a nominal value of RMB1.00 each, which are listed on the Stock Exchange and traded in Hong Kong dollars;
“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;
“NMPA”	the National Medical Products Administration of China (國家藥品監督管理局);
“Participant”	includes the following: (a) any Employee; (b) any Related Entity Participant; and/or (c) any Service Provider; provided that such entity (if applicable) is not a US Participant;
“Related Entity Participant(s)”	directors and employees of the holding companies, fellow subsidiaries or associated companies of the Company;
“RSU(s)”	restricted share unit(s) to be granted under the RSU Scheme, each of which represents a conditional right for the Selected Participant to obtain Awarded Shares or an equivalent value in cash with reference to the market value of such Awarded Shares on or about the date of vesting, less any tax, stamp duty and other charges applicable, as determined by the Board in its absolute discretion. Each RSU represents one underlying H Share;
“Scheme Mandate Limit”	shall have the meaning set out in the Scheme Rules, as increased, refreshed or renewed from time to time in accordance with the Scheme Rules;
“Scheme Rules”	the rules relating to the 2026 Medtide RSU Scheme as amended from time to time;
“RSU Scheme”	the “2026 Medtide RSU Scheme” constituted by the rules hereof, in its present form or as amended from time to time in accordance with the provisions hereof;
“Selected Participant(s)”	Participant(s) selected by the Board pursuant to the RSU Scheme for participation in the RSU Scheme;
“Service Provider Sublimit”	shall have the meaning set out in the Scheme Rules, as increased, refreshed or renewed from time to time in accordance with the Scheme Rules;

“Service Provider(s)”	subject to the rules of the RSU Scheme, any advisor, consultant or any service provider (including a natural person or corporate entity) provides research, development or other technical support to the Group on a continuing or recurring basis in the ordinary and usual course of business which are in the interests of the long-term growth of the Group as determined by the Board. For the avoidance of doubt, Service Providers exclude placing agents or financial advisers providing advisory services for fundraising, mergers or acquisitions, professional service providers such as auditors or valuers who provide assurance, or are required to perform their services with impartiality and objectivity;
“Share(s)”	ordinary share(s) in the capital of our Company with a nominal value of RMB1.00 each;
“Shareholder(s)”	the shareholder(s) of the Company;
“Stock Exchange”	The Stock Exchange of Hong Kong Limited;
“treasury shares”	has the meaning ascribed to it under the Listing Rules; and for the purpose of the RSU Scheme, references to the issue of shares or securities include the transfer of treasury shares;
“Trust Deed”	a trust deed to be entered into between the Company and the Trustee (as restated, supplemented and amended from time to time);
“Trustee”	a professional trustee as may be appointed by the Company from time to time to administer the Trust and who, for the avoidance of doubt, shall be an independent third party to the Company;
“Trust”	the trust constituted by the Trust Deed;

“US Participant(s)”	any Selected Participant who is a U.S. resident and/or is subject to U.S. tax pursuant to the United States Internal Revenue Code of 1986, as amended;
“US” or “U.S.”	the United States of America; and
“%”	per cent.

By order of the Board
Medtide Inc.
泰德醫藥(浙江)股份有限公司
Dr. Xu Qi
Chairwoman and Chief Executive Officer

Hong Kong, August 27, 2026

As at the date of this announcement, the executive Directors of the Company are Dr. Xu Qi (徐琪), Dr. Li Xiang (李湘), Ms. Li Xiangli (李湘莉), Ms. Cheng Tao and Ms. Li Lingmei (李玲梅); the non-executive Director of the Company is Mr. Wu Yihui (吳一暉); and the independent non-executive Directors of the Company are Dr. Yu Cheung Hoi (于常海), Dr. Zhu Xun (朱迅) and Mr. Xia Xinsheng (夏心晟).