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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 H SHARE SCHEME

References are made to (i) the announcements of Asymchem Laboratories (Tianjin) Co., Ltd. (the **"Company"**), together with its subsidiaries, the **"Group"**) dated 30 July 2026; and (ii) the circular of the Company dated 3 August 2026 (the **"Circular"**), in relation to, among other things, the adoption of the 2026 H Share Scheme.

Unless otherwise defined, capitalised terms used in this announcement shall have the same meaning as those defined in the Circular.

The Board announces that on 1 September 2026, pursuant to the 2026 H Share Scheme, an aggregate of 3,879,500 Incentive Shares under the 2026 H Share Scheme, among which (i) 2,144,000 Incentive Shares were granted to connected persons of the Company (the **"Connected Grants"**), including (a) four Directors and (b) directors or chief executives of the Company's subsidiaries; and (ii) 1,735,500 Incentive Shares were granted to employees of the Group who are not connected persons of the Company (the **"Non-connected Grants"**), together with the Connected Grants, the **"Grants"**).

The details of the share awards granted to the grantees are as follows:

Date of the Grants:	1 September 2026
Closing price of the H Shares on the Date of the Grants:	HK\$123.0
Consideration for the Grants:	RMB1.00 per Incentive Share

Vesting period and vesting schedules:	Vesting Period <i>Note</i>	Maximum Percentage of the Incentive Shares to be Vested
	First vesting period: one year commencing from the first trading day after expiry of 12-month period following the Grant Date	25%
	Second vesting period: one year commencing from the first trading day after expiry of 24-month period following the Grant Date	25%
	Third vesting period: one year commencing from the first trading day after expiry of 36-month period following the Grant Date	25%
	Fourth vesting period: one year commencing from the first trading day after expiry of 48-month period following the Grant Date	25%
	<i>Note:</i> Lock-up period or restriction on disposals of the H Shares after the Vesting Date. Following each Vesting Date, the vested Incentive Shares shall be subject to a lock-up period of three (3) months (the “Initial Lock-up Period”). Upon expiration of the Initial Lock-up Period, the Board and/or its authorised person(s) may, in its/their sole and absolute discretion based on the market capitalization of the Company and other relevant factors, determine whether to impose an additional lock-up period of three (3) months.	
Performance targets:	The exact proportion of the Incentive Shares to be vested for each vesting period shall be determined with reference to the fulfilment of the performance assessment indicators at the Company’s level and at the individual’s level. The specific performance targets applicable to each grant shall be set out in the relevant Grant Instrument.	

Clawback mechanism:	Notwithstanding the terms and conditions of the 2026 H Share Scheme, the Board has the authority to provide that any Incentive Shares shall be subject to a clawback if certain events occur, including: (a) the Selected Participant has failed to perform his or her duties effectively or committed a serious breach or dereliction of his or her duties; (b) the Selected Participant has not performed or duly performed his or her duties, causing the Company to suffer a material loss in terms of assets and other material adverse impact; (c) the Selected Participant has engaged in the acceptance or solicitation of bribes, corruption, theft, leaking commercial and technological secrets of the Company, conducting related party transactions to the prejudice of the interests and reputation of the Company, and other illegal behaviors having a material adverse impact on the image of the Company and has been sanctioned; (d) the Selected Participant has contravened the relevant laws and regulations of any applicable jurisdiction or the provisions of the articles of association of any member of the Group; (e) the Selected Participant has failed to comply with any non-compete covenants or any terms and conditions of a similar effect under their respective contract with the Group; or (f) any other conduct which, as the Board determines in good faith, would justify the termination of his or her contract. A material misstatement in the Company's financial statements shall constitute an event triggering clawback of Incentive Shares under the 2026 H Share Scheme. Upon occurrence of any of the above events (and whether an event is to be regarded as having occurred for the purpose of this section is subject to the sole determination of the Board) in relation to a Selected Participant, the Board may (but is not obliged to) by notice in writing to the relevant Selected Participant claw back such number of Incentive Shares granted (to the extent not already vested) as the Board may consider appropriate. The Incentive Shares that are clawed back shall automatically lapse and be forfeited forthwith and become Returned Shares.
Financial assistance:	There are no arrangements for the Company or any of its subsidiaries to provide financial assistance to any of such persons to facilitate the purchase of the Incentive Shares.

Set out below is a summary of the Grants:

Name/Type of Eligible Participants	Position	Number of Incentive Shares	Approximate percentage to the total number of H Shares of the Company as at the Date of the Grants	Approximate percentage to the total issued share capital of the Company as at the Date of the Grants
1. Connected Grants				
<i>(a) Employee Participants – Directors</i>				
Ms. Yang Rui (楊蕊)	Executive Director	175,000	0.63%	0.05%
Mr. Zhang Da (張達)	Executive Director	475,000	1.71%	0.13%
Mr. Hong Liang (洪亮)	Executive Director	175,000	0.63%	0.05%
Ms. Zhang Ting (張婷)	Non-executive Director	80,000	0.29%	0.02%
<i>(b) Employee Participants – directors or chief executives of the Company's subsidiaries</i>				
<i>In aggregate (20 Employee Participants)</i>		1,239,000	4.45%	0.34%
Subtotal		2,144,000	7.70%	0.59%
2. Non-connected Grants to other Employee Participants				
<i>In aggregate (97 Employee Participants)</i>		1,735,500	6.24%	0.48%
Total		3,879,500	13.94%	1.08%

The Connected Grants to the four Directors shall be satisfied by purchase of existing H Shares by the Trustee(s) from the secondary market in accordance with the terms of the 2026 H Share Scheme. The Connected Grants to the directors or chief executives of the Company's subsidiaries shall be satisfied by allotment and issuance of new H Shares by the Company to the Trust(s) in accordance with the terms of the 2026 H Share Scheme. The Non-connected Grants shall be satisfied by allotment and issuance of new H Shares by the Company to the Trust(s) or purchase of existing H Shares by the Trustee(s) from the secondary market or treasury Shares pursuant to the 2026 H Share Scheme.

REASONS FOR AND BENEFITS OF THE GRANTS

The Company believes that the Grants can serve to incentivize above Directors (namely, Ms. Yang Rui, Mr. Zhang Da, Mr. Hong Liang and Ms. Zhang Ting) and employees for their respective contribution to the Company, to motivate and retain them to strive for the future development and expansion of the Company by providing them with the opportunity to own equity interests in the Company and aligning their interest with those of the Shareholders' interest of the Company.

The number of Incentive Shares granted to each grantee was determined by reference to a range of factors, including the grantee'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 grantee to the Group, and prevailing market practice for comparable positions. Accordingly, the allocation of the Incentive Shares was ultimately determined after taking into account each grantee's respective circumstances with reference to the above factors.

The Company is of the view that the Grants are in line with the purposes of the 2026 H Share Scheme. It is considered that the Grants are in line with the remuneration policy of the Company, taking into account the following factors: (i) the achievements made by the Company and the Eligible Participants' significant contributions to the Company in realizing multiple key milestones in the operational and financial results; (ii) the respective roles, seniority and scope of responsibilities of the grantees within the Group, and the retention value of the grantees to the Group; and (iii) the number of Incentive Shares underlying the Grants (as set out, together with the approximate percentages of the total number of issued H Shares and of the total issued share capital of the Company, in the summary table of the Grants above) reflects the value and benefits to the Company considering their roles and contributions to the strategic and sustainable development of the Group.

Accordingly, the Company is of the view that the Grants (including grants to the four Directors) are fair and reasonable and in the interests of the Company and the Shareholders as a whole. The Grants also align the grantees' long-term interest with that of the Shareholders.

LISTING RULES IMPLICATIONS

The Connected Grants to the four Directors will be satisfied by purchase of existing H Shares by the Trustee(s) from the secondary market, and will not involve the issuance of new H Shares by the Company. Accordingly, Rules 17.04(2) and 17.04(4) of the Listing Rules do not apply to such grants. The grant of Incentive Shares to the four Directors forms part of the remuneration package under their respective service contracts with the Company. Pursuant to Rules 14A.73(6) and 14A.95 of the Listing Rules, such connected transactions are exempted from the reporting, announcement and independent shareholders' approval requirements under Chapter 14A of the Listing Rules.

The Connected Grants to directors or chief executives of the Company's subsidiaries will be satisfied by allotment and issuance of new H Shares. Pursuant to Rule 14A.92(3)(a) of the Listing Rules, the grant of Incentive Shares under the 2026 H Share Scheme to connected persons (being directors or chief executives of the Company's subsidiaries) 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.

Save as disclosed in this announcement, to the best of the Company's knowledge, information and belief, having made all reasonable enquiry, other than Ms. Yang Rui, Mr. Zhang Da, Mr. Hong Liang and Ms. Zhang Ting, 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; or (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 total issued Shares. None of the Grants will be subject to approval by the Shareholders.

The Grants shall be conditional upon the Listing Committee of the Stock Exchange granting the listing of and the permission to deal in any new H Shares to be allotted and issued to the Trustee(s) as the source of the Incentive Shares for the Grants (to the extent such Grants are to be satisfied by new H Shares).

APPROVAL FROM THE INDEPENDENT NON-EXECUTIVE DIRECTORS

The grant of the Incentive Shares to each of the aforementioned Directors has been reviewed and approved by the independent non-executive Directors in accordance with Rule 17.04(1) of the Listing Rules and the terms of the 2026 H Share Scheme. The Grantees, who are Directors, have also abstained from voting on the relevant resolution insofar as they were concerned.

NUMBER OF SHARES AVAILABLE FOR FUTURE GRANT

As at the date of this announcement, following the Grants, 435,400 Incentive Shares (which may be increased by any Returned Shares in accordance with the terms of the 2026 H Share Scheme) will be available for future grant under the 2026 H Share Scheme Mandate.

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

Tianjin, PRC, 1 September 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.