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.

WUXI APPTEC CO., LTD.*
無錫藥明康德新藥開發股份有限公司

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

(Stock Code: 2359)

(1) PROPOSED RE-ELECTION OF EXECUTIVE DIRECTORS AND NON-EXECUTIVE DIRECTORS
(2) PROPOSED RE-ELECTION OF INDEPENDENT NON-EXECUTIVE DIRECTORS; AND
(3) PROPOSED DIRECTORS' REMUNERATION

PROPOSED RE-ELECTION OF EXECUTIVE DIRECTORS AND NON-EXECUTIVE DIRECTORS

In accordance with the relevant provisions of the articles of association of WuXi AppTec Co., Ltd.* (無錫藥明康德新藥開發股份有限公司) (the "**Company**") (the "**Articles of Association**"), the term of office of each of the directors of the Company (the "**Directors**") is three years. Upon expiry of such terms, the Directors, if eligible, may offer themselves for re-election. The term of office of the third session of the Board will expire on May 30, 2026.

All the current executive and non-executive Directors being eligible for re-election, will offer themselves for re-election at the 2025 AGM.

In accordance with the Articles of Association, the Board proposed the nomination for re-election of:

(i) Dr. Ge Li (李革博士) ("**Dr. Li**"), Dr. Minzhang Chen (陳民章博士) ("**Dr. Chen**"), Dr. Steve Qing Yang (楊青博士) ("**Dr. Yang**") and Mr. Zhaohui Zhang (張朝暉先生) ("**Mr. Zhang**") as executive Directors of the fourth session of the Board; and

(ii) Mr. Xiaomeng Tong (童小幪先生) ("**Mr. Tong**") and Dr. Yibing Wu (吳亦兵博士) ("**Dr. Wu**") as non-executive Directors of the fourth session of the Board.

The term of office of each of the executive and non-executive Directors shall be three years commencing upon the approval by the shareholders of the Company (the "**Shareholders**") at the 2025 AGM.

Subject to the approval by the Shareholders at the AGM, the Company will enter into new letters of appointment with each of Dr. Li, Dr. Chen, Dr. Yang, Mr. Zhang, Mr. Tong and Dr. Wu after their re-election as executive Directors and non-executive Directors. In addition, the remuneration of Dr. Li, Dr. Chen, Dr. Yang and Mr. Zhang, as executive Directors, Mr. Tong and Dr. Wu, as non-executive Directors, shall be in line with the remuneration for the Directors of the Board to be approved by the Shareholders at the 2025 AGM (as further particularized below).

The biographical details of the abovementioned executive and non-executive Directors proposed for re-election at the AGM are set out as follows:

Executive Directors

Dr. Ge Li (李革), aged 59, is the chairman and chief executive officer of the Company.

From 1993 to 2000, Dr. Li was a founding scientist and director of research at Pharmacopeia Inc. in the United States. Since 2000, he has been serving in the Company (including its predecessor), and has served in roles including the chairman, president and chief executive officer of the Company. He also concurrently serves as the chairman and non-executive director of WuXi Biologics (Cayman) Inc. (stock code: 2269.HK).

Dr. Li obtained a bachelor's degree in chemistry from Peking University. He also obtained a Ph.D. degree in organic chemistry from Columbia University in the United States.

As at the Latest Practicable Date, Dr. Li was deemed to be interested in an aggregate of 487,864,151 A Shares jointly held by him with Mr. Zhaohui Zhang and Mr. Xiaozhong Liu through a total of 19 entities comprising corporations controlled by them and the proxy grantor with Dr. Li, and 1,773,236 H Shares, within the meaning of Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong) (the "**SFO**").

Dr. Minzhang Chen (陳民章), aged 56, is an executive Director and co-chief executive officer of the Company.

Dr. Chen has over 20 years of experience in new drug research and development and production management. Prior to joining the Company, he served as the chief researcher of the chemistry department of Schering-Plough Research Institute (先靈葆雅研究所) and the head of the technical operation department of Vertex Pharmaceuticals Inc. Since 2008, he has been serving in the Company (including its predecessor), and has served as a director and chief executive officer of SynTheAll Pharmaceutical, a subsidiary controlled by the Company, and as vice president, co-chief executive officer and executive Director of the Company.

Dr. Chen obtained a bachelor's degree in chemistry from Peking University. He also obtained a Ph.D. degree in organic chemistry from University of Minnesota in the United States.

As at the Latest Practicable Date, Dr. Chen was interested in 146,180 A Shares and 561,123 H Shares within the meaning of Part XV of the SFO.

Dr. Steve Qing Yang (楊青), aged 57, is an executive Director and co-chief executive officer of the Company.

From 1997 to 1999, Dr. Yang worked as a senior strategic consulting advisor of Strategic Decisions Group, a strategic consulting firm based in the United States. From 1999 to 2001, he served as a senior director of the corporate strategy and development at IntraBiotics, a United States biotech company. From 2001 to 2006, he was the head of the global research and development strategic management department and executive officer of Pfizer Inc. in the United States. From 2007 to 2010, he served as the president of research and development in Asia and vice president of global research and development of Pfizer Inc. (stock code: PFE.NYSE) in the United States. From 2011 to 2014, he was the vice president of Asia and Emerging Markets iMed Research and Development (亞洲及新興市場創新醫藥研發) of AstraZeneca (stock code: AZR.NYSE) in the United Kingdom. Since 2014, he has been serving in the Company (including its predecessor), and has served as vice president and chief operating officer, chief business officer and chief strategy officer, co-chief executive officer and executive Director of the Company.

Dr. Yang obtained a bachelor's degree from Michigan Technological University in the United States and a Ph.D. degree in pharmaceutical chemistry from University of California, San Francisco in the United States.

As at the Latest Practicable Date, Dr. Yang was interested in 213,554 A Shares and 437,772 H Shares within the meaning of Part XV of the SFO.

Mr. Zhaohui Zhang (張朝暉), aged 56, is an executive Director, vice president and China chief operating officer of the Company.

From 1991 to 1993, he worked as an engineer at Wuxi Grinder Machinery Research Institute (無錫磨床機械研究所). From 1993 to 1995, he served as assistant to general manager of Jiangsu Yinling Group (江蘇省銀鈴集團). From 1995 to 1998, he was the vice president of Yinling Group (銀鈴集團), a United States company. From 1998 to 2000, he was the chief executive officer of Wuxi Qingye Investment Consultancy Limited (無錫青葉企業投資諮詢有限責任公司). Since 2000, he has been serving in the Company (including its predecessor), and has served in roles including senior vice president of operations and domestic market, China chief operating officer and executive Director of the Company.

Mr. Zhang obtained a bachelor's degree in mechanical and electrical engineering from Jiangnan University (江南大學) and a master's degree in business administration from China Europe International Business School.

As at the Latest Practicable Date, Mr. Zhang was deemed to be interested in an aggregate of 487,864,151 A Shares jointly held by him with Dr. Li and Mr. Xiaozhong Liu through a total of 19 entities comprising corporations controlled by them and the proxy grantor with Dr. Li, and 230,777 H Shares, within the meaning of Part XV of the SFO.

Non-executive Directors

Mr. Xiaomeng Tong (童小幪), aged 52, is a non-executive Director of the Company.

From 1998 to 2000, he served as an investment analyst at Morgan Stanley & Co. International plc. From 2000 to 2008, he served as a managing director and joint head of Greater China District of General Atlantic. From 2008 to 2011, he served as a managing director and head of Greater China District of Providence Equity Partners. Since May 2011, he has been serving as a managing partner of Boyu Capital Advisory Company Limited (博裕投資顧問有限公司).

Mr. Tong has concurrently been serving as an independent non-executive director of Damai Entertainment Holdings Limited (previous name: Alibaba Pictures Group Limited, stock code: 1060.HK).

Mr. Tong obtained a bachelor's degree in economics from Harvard University in the United States.

Dr. Yibing Wu (吳亦兵), aged 58, is a non-executive Director of the Company.

From 1996 to 2008, he worked with McKinsey, where he was a Senior Partner and Head of Asia Pacific M&A Practice. He was also General Manager of McKinsey Beijing. During the period, he served as Chief Strategy Officer, Chief Integration Officer, Chief Transformation Officer / Chief Information Officer of Lenovo Group. From 2008 to 2009, he was appointed to Lenovo parent Legend Holdings, as Executive Vice President. From 2009 to 2013, he served as President of CITIC Private Equity Funds Management and concurrently served as Chairman and Chief Executive Officer of Goldstone Investment Co. Ltd. Dr. Wu joined Temasek International Pte. Ltd in October 2013, he currently serves as CEO of China. Since January 2014, he has been serving as a Director and General Manager of Temasek Holdings Advisors (Beijing) Co., Ltd. In the past three years, Dr. Wu was a non-executive director of WuXi Biologics (Cayman) Inc. (stock code: 2269.HK).

Dr. Wu holds a Doctor of Philosophy degree (PhD) in Biochemistry from Harvard University and a Bachelor of Science degree (BSc.) in Molecular Biology from University of Science and Technology of China (中國科學技術大學).

Save as disclosed above, as at the date of this announcement, each of Dr. Li, Dr. Chen, Dr. Yang, Mr. Zhang, Mr. Tong and Dr. Wu (i) does not have any interests in the shares of the Company within the meaning of Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong); (ii) has not held any other positions with the Company or other members of the Group; (iii) has not been a director of any public company, the securities of which are listed on any securities market in Hong Kong or overseas, in the last three years; (iv) does not have any other major appointments and professional qualifications; (v) does not have any relationship with any Director, senior management or substantial or controlling shareholders of the Company; (vi) has no other information that needs to be disclosed pursuant to paragraphs (h) to (v) of Rule 13.51(2) of the Listing Rules; and (vii) has no other matter that needs to be brought to the attention of the Shareholders.

Ordinary resolutions will be proposed at the AGM for the Shareholders to consider and approve the proposed re-election of Dr. Li, Dr. Chen, Dr. Yang and Mr. Zhang as executive Directors of the fourth session of the Board; and Mr. Tong and Dr. Wu as non-executive Directors of the fourth session of the Board.

PROPOSED RE-ELECTION OF INDEPENDENT NON-EXECUTIVE DIRECTORS

In accordance with relevant provisions of the Articles of Association, the term of office of each of the Directors is three years. Upon expiry of such terms, the Directors, if eligible, may offer themselves for re-election. The term of office of the third session of the Board will expire on May 30, 2026.

All the current independent non-executive Directors being eligible for re-election, will offer themselves for re-election at the 2025 AGM.

In accordance with the Articles of Association, the Board proposed the nomination for re-election of Ms. Christine Shaohua Lu-Wong (盧韶華女士) ("**Ms. Lu-Wong**"), Dr. Wei Yu (俞衛博士) ("**Dr. Yu**"), Dr. Xin Zhang (張新博士) ("**Dr. Zhang**"), Ms. Zhiling Zhan (詹智玲女士) ("**Ms. Zhan**") and Mr. Xuesong Leng (冷雪松先生) ("**Mr. Leng**") as independent non-executive Directors of the fourth session of the Board (collectively, the "**Proposed INEDs**").

The term of office of each of the independent non-executive Directors shall be three years commencing upon the approval by the Shareholders at the 2025 AGM.

Subject to the approval by the Shareholders at the 2025 AGM, the Company will enter into new letters of appointment with each of Ms. Lu-Wong, Dr. Yu, Dr. Zhang, Ms. Zhan and Mr. Leng after their re-election as independent non-executive Directors. In addition, the remuneration of Ms. Lu-Wong, Dr. Yu, Dr. Zhang, Ms. Zhan and Mr. Leng, as independent non-executive Directors, shall be in line with the remuneration for the Directors of the Board to be approved by the Shareholders at the 2025 AGM (as further particularized below).

The biographical details of the abovementioned independent non-executive Directors proposed for re-election at the AGM are set out as follows:

Independent non-executive Directors

Ms. Christine Shaohua Lu-Wong (盧韶華), aged 57, is an independent non-executive Director of the Company. She was a senior chief financial officer, and she also has more than 15 years of experience working as the chief financial officer of listed companies.

She is qualified as a certified public accountant in the United States. From 2007 to 2021, she held various senior management positions, including vice president of finance and chief financial officer at various listed companies, including WuXi PharmaTech (Cayman) Inc. (NYSE ticker before delisting: WX), Pactera Technology International Ltd. (NASDAQ ticker before delisting: PACT), Xueda Education Group (NYSE ticker before delisting: XUE), and WuXi Biologics (Cayman) Inc. (2269.HK). Ms. Lu-Wong is also an independent non-executive director of GenFleet Therapeutics (Shanghai) Inc. (2595.HK).

As a senior chief financial officer of listed companies, Ms. Lu-Wong is not only responsible for the overall financial operation and management, capital market and market value management and merger, acquisition and consolidation activities, but is also responsible for establishing and maintaining an appropriate and effective risk management and internal control system to help identify and assess risks in the process of business planning and strategy making, overseeing and implementing relevant risk mitigation plans, so as to assess and determine the nature and extent of acceptable risks while achieving the objectives of listed companies.

Ms. Lu-Wong obtained a bachelor's degree in foreign trade and economics from Guangdong University of Foreign Studies in July 1990 and a master's degree in business administration (accounting) from Golden Gate University in San Francisco in April 1994.

As at the Latest Practicable Date, Ms. Lu-Wong was deemed to be interested in 16,936 H Shares of the Company held by her spouse pursuant to Part XV of the SFO.

Dr. Wei Yu (俞衛), aged 72, is an independent non-executive Director of the Company. He has more than 30 years of professional experience in the field of health management and policy research.

Since 2019, he has successively served as the executive dean and director of Shanghai Chuangqi Health Development Academy (上海創奇健康發展研究院). Dr. Yu has held senior research positions at various research universities as well as medical and health institutions, including Clemson University in the United States, Boston University, Stanford University, China Health Economics Association (中國衛生經濟學會) and Shanghai Shenkang Hospital Development Center (上海申康醫院發展中心). From 2006 to 2018, he worked as a professor, doctoral supervisor, executive vice president and dean at the School of Public Economics and Management of Shanghai University of Finance and Economics. He has been serving as an independent director of Tellgen Corporation (上海透景生命科技股份有限公司) (300642.SZ).

Dr. Yu obtained a bachelor's degree in electrical automation from Shanghai Hua Dong Textile College (上海華東紡織工學院) in January 1982. He also obtained a master's degree and doctor's degree in economics from Clemson University in the United States in August 1988 and August 1992, respectively.

Dr. Xin Zhang (張新), aged 48, is an independent non-executive Director of the Company. He has been teaching at the School of Management of Fudan University since 2010.

He has served as a lecturer, associate professor, full professor and deputy head of the Department of Accounting. His research focuses are corporate finance, sell-side analysis, international accounting and international finance. Dr. Zhang has rich professional knowledge and experience in accounting, and holds the senior title of full professor in accounting. In the past three years, he served as an independent director of Shanghai Film Co., Ltd. (上海電影股份有限公司) (601595.SH).

Dr. Zhang obtained a bachelor's degree in industrial foreign trade from Shanghai Jiao Tong University in July 1999, a master's degree in management science and engineering from Shanghai Jiao Tong University in March 2002 and a doctor's degree in finance from Queen's University in Canada in May 2010.

Ms. Zhiling Zhan (詹智玲), aged 62, is an independent non-executive Director of the Company. She has been working as a principal lawyer at Shanghai Ryser & Associates Law Firm (上海瑞澤律師事務所) since August 2004.

She has rich legal professional experience and practical experience. From 1987 to 1989, she taught in the Economic Law Teaching and Research Center of the Law Department of Renmin University of China (中國人民大學法律系經濟法教研室). From 1994 to 2004, she practiced at various reputable law firms, including Pestalozzi Law Firm in Zurich, Switzerland, and Baker & McKenzie in Hong Kong.

Ms. Zhan obtained a bachelor's degree in law from Wuhan University in July 1984, a master's degree in law from Renmin University of China in July 1987 and a master's degree in law from The University of Tokyo in Japan in March 1993.

Mr. Xuesong Leng (冷雪松), aged 56, is an independent non-executive Director of the Company. He served as general manager and managing director at Warburg Pincus from September 1999 to August 2007.

From September 2007 to December 2014, he served as managing director at General Atlantic LLC. In January 2015, Mr. Leng founded Lupin Capital, a China-focused private equity fund. Mr. Leng has extensive experience in private equity investment and corporate governance. Mr. Leng is also an independent non-executive director of Meituan (Stock Code: 3690.HK).

Mr. Leng obtained a bachelor's degree in international industrial trade from Shanghai Jiao Tong University in July 1992 and a master's degree in business administration from the Wharton School of the University of Pennsylvania in May 1999.

Each of Ms. Lu-Wong, Dr. Yu, Dr. Zhang, Ms. Zhan and Mr. Leng has confirmed that (i) he or she has satisfied all the criteria for independence as set out in Rule 3.13(1) to (8) of the Listing Rules; (ii) he or she has no past or present financial or other interest in the business of the Group or any connection with any core connected person (as defined in the Listing Rules) of the Company; and (iii) there are no other factors that may affect his or her independence at the time of his or her re-election.

Save as disclosed above, as at the date of this announcement, each of Ms. Lu-Wong, Dr. Yu, Dr. Zhang, Ms. Zhan and Mr. Leng (i) does not have any interests in the shares of the Company within the meaning of Part XV of the Securities and Futures Ordinance (Chapter

571 of the Laws of Hong Kong); (ii) has not held any other positions with the Company or other members of the Group; (iii) has not been a director of any public company, the securities of which are listed on any securities market in Hong Kong or overseas, in the last three years; (iv) does not have any other major appointments and professional qualifications; (v) does not have any relationship with any Director, senior management or substantial or controlling shareholders of the Company; (vi) has no other information that needs to be disclosed pursuant to paragraphs (h) to (v) of Rule 13.51(2) of the Listing Rules; and (vii) has no other matter that needs to be brought to the attention of the Shareholders.

Ordinary resolutions will be proposed at the 2025 AGM for the Shareholders to consider and approve the proposed re-election of Ms. Lu-Wong, Dr. Yu, Dr. Zhang, Ms. Zhan and Mr. Leng as independent non-executive Directors of the fourth session of the Board.

PROPOSED DIRECTORS' REMUNERATION

At the twenty-seventh meeting of the third session of the Board, the Board has resolved the proposed Directors' remuneration for 2026 as follows.

For executive Directors who hold positions in the Company, his/her remuneration shall be determined and executed by the Company remuneration policy, review and incentive schemes applicable to his/her positions (for executive Directors who also serve as senior management of the Company, his/her remuneration shall be managed in accordance with the remuneration of members of senior management), and the Company will no longer pay additional director remuneration for the duties of Director performed by the executive Directors. For non-executive Directors, he/she shall not receive any remuneration. For independent non-executive Directors, their annual allowance shall be RMB400,000 (before tax), and if the independent non-executive Director worked less than one year, his/her remuneration shall be calculated on a pro-rata and daily basis. The Company shall reimburse the independent non-executive Directors all necessary and actual expenses in relation to the participation of Board meetings, the general meetings of Shareholders and the exercise of their functions and powers in accordance with the relevant provisions of the Company Law of the PRC and the Articles of Association.

An ordinary resolution will be proposed at the AGM for the Shareholders to consider and approve the remuneration of the Directors for 2026.

GENERAL

A circular containing, among other things, further details of the (i) proposed re-election of executive Directors and non-executive Directors; (ii) proposed re-election of independent non-executive Directors; (iii) proposed Directors' remuneration; and (iv) a notice of the AGM, will be despatched to the Shareholders in due course.

By order of the Board
WuXi AppTec Co., Ltd.*
Dr. Ge Li
Chairman

Hong Kong, March 23, 2026

As of the date of this announcement, the Board of the Company comprises Dr. Ge Li, Dr. Minzhang Chen, Dr. Steve Qing Yang and Mr. Zhaohui Zhang as executive Directors, Mr. Xiaomeng Tong and Dr. Yibing Wu as non-executive Directors and Ms. Christine Shaohua Lu-Wong, Dr. Wei Yu, Dr. Xin Zhang, Ms. Zhiling Zhan and Mr. Xuesong Leng as independent non-executive Directors.

* *For identification purposes only*