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CSPC PHARMACEUTICAL GROUP LIMITED
石藥集團有限公司
(Incorporated in Hong Kong with limited liability)
(Stock Code: 1093)

VOLUNTARY ANNOUNCEMENT

GRANT OF AWARDED SHARES PURSUANT TO THE SHARE AWARD SCHEME OF THE COMPANY

Reference is made to the announcement of CSPC Pharmaceutical Group Limited (the “**Company**”) dated 20 August 2018 in relation to the adoption of the restricted share award scheme (the “**Scheme**”) of the Company (the “**Announcement**”), the terms of which were subsequently amended as disclosed in the voluntary announcement of the Company dated 21 May 2024. Unless otherwise defined herein, capitalised terms used in this announcement shall have the same meanings as those defined in the Announcement.

GRANT OF AWARDED SHARES PURSUANT TO THE SCHEME

The Board announces that on 23 January 2026, the Company granted a total of 46,462,500 Restricted Shares (the “**Awarded Shares**”) to 727 selected employees of the Group (the “**Grantees**”) pursuant to the Scheme at nil consideration, subject to the acceptance by the Grantees and satisfaction of certain vesting conditions and performance targets.

Details of the grant of the Awarded Shares are set out as follows:

Date of Grant: 23 January 2026

Number of Grantees: 727

Number of Awarded Shares: 46,462,500, representing approximately 0.4% of the total issued Shares of the Company as at the date of this announcement.

Purchase price of Awarded Shares: Nil

Closing price of the Shares on the date of Grant: HK\$9.81 per Share

Vesting period: The Awarded Shares in respect of each Grantee shall vest in three tranches on the following vesting dates:

- (i) as to the first one-third of the Awarded Shares on 23 January 2027;
- (ii) as to the second one-third of the Awarded Shares on 23 January 2028; and
- (iii) as to the remaining one-third of the Awarded Shares on 23 January 2029.

Performance targets: The number of the Awarded Shares granted to the Grantees under each tranche will be subject to the achievement of their respective relevant annual performance targets in respect of each of the three consecutive financial years ending 31 December 2028 applicable to such tranche. The Group will evaluate whether the Grantees have met the performance targets based on their performance appraisal results for the relevant year prior to each vesting.

Clawback mechanism: In accordance with the Scheme Rules, the Grant shall automatically lapse and any Awarded Shares shall not vest on the relevant Vesting date upon the occurrence of certain events, including but not limited to, the events that a grantee:

- (i) ceases to be an employee of the Company or its subsidiaries by reason of among others, dishonesty or serious misconduct, incompetence or negligence in the performance of his/her duties; or
- (ii) is convicted for any criminal offence involving his/her integrity or honesty; or
- (iii) is charged, convicted or held liable for any offence under securities laws in Hong Kong or other applicable laws or regulations.

To the best of the Directors' knowledge, information and belief having made all reasonable enquiries, none of the Grantees is a Director, chief executive or substantial shareholder of the Company or an associate of any of them (as defined in the Listing Rules).

NUMBER OF SHARES AVAILABLE FOR FUTURE GRANT

The total number of Shares which may be purchased pursuant to the Scheme is 124,860,368, representing not more than 2% of the total number of issued Shares of the Company as at the Adoption Date. Following the grant of Awarded Shares pursuant to this announcement, the number of Shares available for future grants under the Scheme is 61,575,868.

REASONS FOR AND BENEFITS OF THE GRANT

The purposes of the Scheme are (i) to provide Selected Participants with an opportunity to acquire a proprietary interest in the Company; (ii) to encourage and retain such individuals to work with the Company; and (iii) to provide additional incentive for them to achieve performance goals, with a view to achieving the objectives of increasing the value of the Company and aligning the interests of the Selected Participants directly to the Shareholders through ownership of Shares.

The grant of the Awarded Shares aims to recognise the expected contributions of the Grantees to the Group and to incentivise, motivate and retain the Grantees to make contributions to the long-term growth and development of the Group.

LISTING RULES IMPLICATIONS

As set out in the voluntary announcement of the Company dated 21 May 2024 in relation to amendments to the rules of the Scheme, the Board passed a resolution to amend the terms of the Scheme and the Trust Deed to the effect that the Board may only instruct the Trustee to purchase existing Shares on-market to satisfy the Awarded Shares to be granted under the Scheme, with effect from 21 May 2024, such that the Scheme has become a share scheme that is funded by the existing Shares only. Accordingly, the Scheme constitutes a share scheme involving existing Shares as referred to in Chapter 17 of the Listing Rules and shall be subject to the applicable disclosure requirements under Rule 17.12 of the Listing Rules.

Since the adoption of the Scheme in 2018, no share award granted under the Scheme has been satisfied by way of issuance or allotment of new Shares. The Awarded Shares have been purchased by the Trustee through on-market transactions and will be funded by existing Shares held by the Trustee, and no new Shares will be allotted or issued for the vesting of the Awarded Shares.

By order of the Board
CSPC Pharmaceutical Group Limited
Cai Dong Chen
Chairman

Hong Kong, 23 January 2026

As at the date of this announcement, the Board comprises Mr. CAI Dong Chen, Dr. CAI Lei, Mr. WEI Qingjie, Mr. ZHANG Cuilong, Mr. WANG Zhenguo, Mr. WANG Huaiyu, Dr. LI Chunlei, Dr. YAO Bing, Mr. CAI Xin, Mr. CHEN Weiping and Mr. QU Zhiyong, as Executive Directors; and Mr. WANG Bo, Mr. CHEN Chuan, Prof. WANG Hongguang, Mr. AU Chun Kwok Alan, Mr. LAW Cheuk Kin Stephen and Ms. LI Quan as Independent Non-executive Directors.