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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 2018 SHARE AWARD SCHEME

Reference is made to the announcement of CSPC Pharmaceutical Group Limited (the “**Company**”) dated 20 August 2018 (the “**Announcement**”) in relation to the adoption of the restricted share award scheme of the Company (the “**2018 Share Award Scheme**”), 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 2018 SHARE AWARD SCHEME

The Board announces that on 8 June 2026, the Company granted a total of 1,350,000 Restricted Shares (the “**Awarded Shares**”) to 2 Selected Participants (the “**Grantees**”) pursuant to the 2018 Share Award 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:	8 June 2026
Number of Awarded Shares:	1,350,000, representing approximately 0.01% 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\$7.09 per Share

- Vesting period: The Awarded Shares shall vest in two tranches on the following vesting dates:
- (i) 1,100,000 Awarded Shares (comprising 900,000 Awarded Shares granted to one Grantee and 200,000 Awarded Shares granted to the other Grantee) shall vest on 23 January 2027; and
 - (ii) 250,000 Awarded Shares granted to one of the Grantees shall vest on 23 January 2028.
- Performance targets: The actual number of the Awarded Shares to be vested to the Grantees under each tranche will be subject to the achievement of their respective relevant annual performance targets as set out in their individual performance contracts. The Group will evaluate whether the Grantees have met the performance targets based on their performance appraisal results for the financial year immediately preceding the respective vesting date.
- 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, fraud, dishonesty, serious misconduct, incompetence or negligence in the performance of his/her duties; or
 - (ii) is convicted of any criminal offence involving his/her integrity or honesty; or
 - (iii) is charged with, convicted of 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 2018 Share Award 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 2018 Share Award Scheme is 60,207,868.

REASONS FOR AND BENEFITS OF THE GRANT

The purposes of the 2018 Share Award 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 2018 Share Award Scheme, the Board passed a resolution to amend the terms of the 2018 Share Award 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 2018 Share Award Scheme, with effect from 21 May 2024, such that the 2018 Share Award Scheme has become a share scheme that is funded by the existing Shares only. Accordingly, the 2018 Share Award 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 2018 Share Award Scheme, no share award granted under the 2018 Share Award 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, 8 June 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, Dr. LI Chunlei, Dr. YAO Bing, Mr. CAI Xin, Mr. CHEN Weiping, Mr. QU Zhiyong and Mr. ZHANG Yiwei 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.