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## **The United Laboratories International Holdings Limited**

**聯邦制藥國際控股有限公司**

*(Incorporated in the Cayman Islands with limited liability)*

(Stock Code: 3933)

### **GRANT OF AWARD SHARES UNDER THE SHARE AWARD SCHEME**

Reference is made to the circular of The United Laboratories International Holdings Limited (the “Company”) dated 15 September 2023 (the “Circular”), and the poll results announcement of the Company dated 26 October 2023 in relation to the adoption of the 2023 Share Award Scheme. Unless otherwise defined herein, capitalised terms used herein shall have the same meaning as those defined in the Circular.

On 13 November 2023 (“Date of Grant”), the Board of the Company resolved to grant a total of 12,096,900 Shares (the “Award Shares”) to Selected Participants (the “Grantees”) in accordance with the terms of the 2023 Share Award Scheme, subject to acceptance.

The grant details are as follows:

Date of Grant:	13 November 2023
Number of Award Shares granted:	A total of 12,096,900 Award Shares
Consideration for the grant of the Award Shares:	Nil
Closing price of Shares on the Date of Grant:	HK\$7.45
Vesting Period:	The Award Shares shall vest in the Grantees subject to the terms of the 2023 Share Award Scheme. The Award Shares granted will vest at an average rate each year for a period of one to three years from 13 November 2024 to 13 November 2026.
Performance target:	Under the 2023 Share Award Scheme, the vesting of the Award Shares will be subject to the successful achievement of performance targets as determined by the Board from time to time. The performance targets will depend on (i) the Company’s performance appraisal; and (ii) the performance appraisal of the individual Selected Participants, both of which may consist of a number of key performance indicators and may vary from person

to person as the Board takes into account the Selected Participant's position with the Group, length of employment, responsibilities and duration of award. The appraisal results of the performance targets may affect the number of Award Shares that will vest in each grantee during each vesting period.

Clawback mechanism: The Award Shares granted are subject to the clawback mechanism set out in the terms of 2023 Share Award Scheme. Particularly, the Award Shares shall lapse, among others, upon cessation of employment of the grantees.

Details of the grantees are set out below:

<u>Grantee</u>	<u>Position in the Company</u>	<u>Number of Award Shares</u>
Tsoi Hoi Shan	Chairman and executive director	575,100
Leung Wing Hon	Vice chairman and executive director	401,100
Choy Siu Chit	Executive director	268,800
Fang Yu Ping	Executive director	186,900
Zou Xian Hong	Executive director	186,900
Zhu Su Yan	Executive director	186,900
Subtotal of Award Shares granted to Directors		1,805,700
Other employees of the Group		10,291,200
Total		12,096,900

All of the 12,096,900 Award Shares shall be granted by way of acquisition of existing Shares through on-market transactions by the trustee of the 2023 Share Award Scheme (the "Trustee"). The Board shall cause to pay the Trustee the purchase price and the related expenses from the Company's cash resources. The Trustee shall purchase from the market the relevant number of Award Shares and shall hold the Award Shares on trust for the relevant Grantees until they are vested in such Grantees and delivered in accordance with the terms of the 2023 Share Award Scheme.

The grant of the 12,096,900 Award Shares will not result in any issue of new Shares or any dilution effect on the shareholdings of existing shareholders of the Company. The number of Shares which may be awarded under the 2023 Share Award Scheme shall not exceed 10% of the issued Shares as at the Adoption Date (i.e. 181,702,650 Shares). As of the date of this announcement, 169,605,750 Award Shares are available for future grant under the aforementioned scheme mandate limit.

The grant of Award Shares to the Directors has been approved by the independent non-executive directors of the Company in accordance with Chapter 17 of the Listing Rules. The relevant Directors have each abstained from voting on the resolution approving the granting of their Award Shares.

To the best of the knowledge and belief of the Directors after making all reasonable inquiries: (i) save as disclosed in this announcement, no other grantee is a director, chief executive or substantial shareholder of the Company or an associate of any of them (as defined in the Listing Rules); (ii) no grantee of an award relating to a new share issue during the 12-month period up to and including the Date of Grant is a participant whose share awards that have been and will be granted exceed 1% of the total number of shares in issue; and (iii) none of the grantees is a related entity participant or service provider (as defined in the Listing Rules).

By Order of the Board  
**The United Laboratories International Holdings Limited**  
Tsoi Hoi Shan  
*Chairman*

Hong Kong, 13 November 2023

As at the date of this announcement, the Board comprises Mr. Tsoi Hoi Shan, Mr. Leung Wing Hon, Ms. Choy Siu Chit, Mr. Fang Yu Ping, Ms. Zou Xian Hong and Ms. Zhu Su Yan as executive directors; and Mr. Chong Peng Oon, Prof. Song Ming and Dr. Fu Qiushi as independent non-executive directors.