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## Hansoh Pharmaceutical Group Company Limited

### 翰森製藥集團有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock code: 3692)

## GRANT OF RESTRICTED SHARE UNITS UNDER THE POST-IPO RSU SCHEME

This announcement is made pursuant to Rule 17.06A, 17.06B and 17.06C of the Rules Governing the Listing of Securities (the “**Listing Rules**”) on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”).

The board of directors (the “**Board**”) of Hansoh Pharmaceutical Group Company Limited (the “**Company**”) and together with its subsidiaries, the “**Group**”) announces that on June 27, 2024 (the “**Date of Grant**”), the Company granted restricted share units (the “**RSUs**”) representing a total of 11,397,590 shares of the Company (the “**Shares**”) to 616 grantees (the “**Grantee(s)**”) under the Company’s Post-IPO RSU Scheme adopted on May 27, 2019 (the “**RSU Scheme**”), subject to acceptance of the Grantees.

The details of the RSUs granted are set out below:

<b>Date of Grant:</b>	June 27, 2024
<b>Grantees:</b>	616 grantees, of which  (i) directors of the Company: 2, Ms. Sun Yuan and Dr. Lyu Aifeng, both are executive directors of the Company; and  (ii) employees of the Group: 614.
<b>Total number of RSUs to be granted:</b>	The total number of RSUs granted to the Grantees representing 11,397,590 shares of the Company, of which  (i) directors of the Company: 1,300,000 shares were granted to Ms. Sun Yuan, and 291,850 shares were granted to Dr. Lyu Aifeng, both are executive directors of the Company; and  (ii) employees of the Group: a total of 9,805,740 shares.

<b>Purchase price for the Grant of RSUs:</b>	HK\$3.379
<b>Closing price of the Shares on the Grant Date:</b>	HK\$16.48 per Share
<b>Vesting commencement date of the RSUs granted:</b>	For the above grants, the vesting commences on June 27, 2024 (the “ <b>Vesting Commencement Date</b> ”).
<b>Vesting period of the RSUs:</b>	Approximately 34% shall vest on the first anniversary of the Vesting Commencement Date and the remaining approximately 33% and approximately 33% shall vest on the second and third anniversary of the Vesting Commencement Date, respectively.
<b>Performance target:</b>	Subject to certain performance indicators and other requirements set out in the grant letter entered into between the Grantee and the Company, including based on the Company’s annual results and the Grantee’s individual annual performance.
<b>Clawback mechanism:</b>	<ul style="list-style-type: none"> <li>(i) Non-vesting events include vetoes due to defined compliance issues, environment, health and safety issues, significant quality incidents, etc.; and</li> <li>(ii) Other lapse and cancellation arrangements for the RSUs under the RSU Scheme (e.g. the Company’s results are not achieved, the Grantee’s individual performance is not met, or the Grantee’s employment is terminated).</li> </ul>
<b>Financial assistance:</b>	There are no arrangements for the above grants to provide financial assistance to the Grantees to facilitate the purchase of the RSUs.

Save for Ms. Sun Yuan and Dr. Lyu Aifeng, both are executive directors of the Company, each of the Grantees above is neither (i) a Director, a chief executive, a substantial shareholder of the Company, or an associate of any of them; (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. All the RSUs granted to Ms. Sun Yuan (representing 1,300,000 Shares) and Dr. Lyu Aifeng (representing 291,850 Shares), both being executive directors of the Company, only involve existing Shares of the Company held or to be held by the trustee of the RSU, and no new Shares were or will be allotted or issued for the vesting of these RSUs. The grant of RSUs to them form part of their remuneration package under their service contracts with the Company and are therefore exempted from the reporting, announcement and independent shareholders’ approval requirements under Rules 14A.73(6) and 14A.95 of the Listing Rules. None of the grant will be subject to approval by the Company’s shareholders.

Pursuant to Rule 17.04(1) of the Listing Rules, the grant of RSUs to Ms. Sun Yuan and Dr. Lyu Aifeng had been approved by the independent non-executive directors. The grant would not result in the share options and awards granted and to be granted to the Grantee in the 12-month period up to and including the date of such grant in aggregate to exceed 1% individual limit for the purpose of Rule 17.03D of the Listing Rules.

After the Grant of RSUs above, RSUs representing up to an aggregate of 44,075,304 shares of the Company will be available for future grants.

The Company's RSU Scheme was adopted before the effective date of the new Chapter 17 of the Listing Rules. The Company will comply with the new Chapter 17 to the extent required by the transitional arrangements for the existing share schemes.

By Order of the Board  
**Hansoh Pharmaceutical Group Company Limited**  
**Zhong Huijuan**  
*Chairlady*

Hong Kong, June 27, 2024

*As at the date of this announcement, the Board comprises Ms. Zhong Huijuan as chairlady and executive director, Ms. Sun Yuan and Dr. Lyu Aifeng as executive directors, and Mr. Lin Guoqiang, Mr. Chan Charles Sheung Wai and Ms. Yang Dongtao as independent non-executive directors.*