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WUXI BIOLOGICS (CAYMAN) INC.

藥明生物技術有限公司*

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 2269)

RETIREMENT OF SENIOR MANAGEMENT AND RE-DESIGNATION OF DIRECTOR

Reference is made to the announcement of the Company dated January 15, 2024 in relation to the proposed retirement of senior management and re-designation of Director (the “**Announcement**”). Unless otherwise specified, capitalized terms used in this announcement shall have the same meanings as those defined in the Announcement.

As mentioned in the Announcement, with effect from March 31, 2024, Dr. Zhou has retired from his roles as Chief Technology Officer and President of Global Biologics Development and Operations of the Company, and has been re-designated as a non-executive Director (“**Re-designation**”) and Honorary President of Global Biologics Development and Operations and Senior Advisor to Chief Executive Officer to continue to support the Company’s development. Following the Re-designation, Dr. Zhou will remain as a member of the strategy committee of the Board.

The biographical details of Dr. Zhou are as follows:

Dr. Weichang Zhou (周偉昌), aged 60, was appointed as an executive Director, Chief Technology Officer and President of Global Biologics Development and Operations of the Company in May 2016, November 2016 and October 2022, respectively until his retirement as senior management of the Company in March 2024. He was primarily responsible for overseeing the development and manufacturing of biologics. He was also responsible for several global operational functions such as Global Information and Technology (GIT), Global Automation Integrated Service (GAIS), and Environment and Health and Safety (EHS) from October 2022 to March 2024. He joined the Group in December 2012 as the vice president, and has had responsibilities for the management of biologics development and manufacturing function teams at increased scales. Since December 2020, Dr. Zhou has been serving as a director of WuXi XDC Cayman Inc. (“**XDC**”), a subsidiary of the Company listed on the Stock Exchange (stock code: 2268), and was re-designated as a non-executive director of XDC in June 2023, where he is primarily responsible for providing guidance on corporate strategy and governance. Prior to joining the Group, Dr. Zhou served as a senior director of Genzyme Corporation (now part of Sanofi) from March 2008 to December 2012, and was responsible for commercial cell culture process development. From October 2002 to February 2008, Dr. Zhou served as a senior director of PDL

BioPharma Inc., a biopharmaceutical company listed on NASDAQ (stock code: PDLI), and was responsible for process sciences and engineering functions. From May 1994 to October 2002, Dr. Zhou served as up to an associate director of Merck & Co. Inc., a pharmaceutical company listed on NYSE (stock code: MRK), and was responsible for fermentation and cell culture process development. Dr. Zhou obtained a Ph.D. degree in Chemical Engineering from the University of Hannover in 1989 and conducted postdoctoral research at the German Association of Chemical Engineering and Biotechnology, Swiss Federal Institute of Technology Zurich, and the University of Minnesota.

Save as disclosed above, Dr. Zhou does not, at present, nor did he in the past three years, hold any directorship in any other public companies the securities of which are listed in Hong Kong or overseas.

In respect of the Re-designation, the Company has entered into a new service contract with Dr. Zhou, pursuant to which he was appointed as a non-executive Director for an initial term of three years commencing from March 31, 2024 which is terminable by either party with at least three months' written notice, subject to retirement by rotation and re-election at least once every three years at the annual general meeting of the Company in accordance with the provisions of the articles of association of the Company. Dr. Zhou is entitled to a director's remuneration of HK\$1,200,000 per annum as determined by the Board with reference to Dr. Zhou's relevant experience and qualifications, his duties and responsibilities, the prevailing market conditions and the recommendation from the remuneration committee of the Board.

Dr. Zhou does not have any relationships with any Directors or senior management or substantial shareholders or controlling shareholders of the Company.

As at the date of this announcement, Dr. Zhou was deemed to be interested in 247,139 shares of the Company ("**Shares**"), 13,089,000 underlying Shares in respect of share options granted to him under the pre-IPO share option scheme of the Company, 1,847,990 restricted Shares granted to him under the restricted share award scheme of the Company entitling him to receive 1,847,990 Shares upon vesting and 902,024 restricted Shares granted to him under the share award scheme for global partner program of the Company entitling him to receive 902,024 Shares upon vesting within the meaning of Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong).

Save as disclosed above, as at the date of this announcement, there is no other information that is required to be disclosed pursuant to any of the requirements under Rule 13.51(2) (h) to (v) of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited nor are there any other matters that need to be brought to the attention of the shareholders of the Company and the Stock Exchange relating to Dr. Zhou's Re-designation.

By order of the Board
WuXi Biologics (Cayman) Inc.
Dr. Ge Li
Chairman

Hong Kong, March 31, 2024

As at the date of this announcement, the Board comprises Dr. Zhisheng Chen as executive Director; Dr. Ge Li, Dr. Weichang Zhou, Dr. Yibing Wu and Mr. Yanling Cao as non-executive Directors; and Mr. William Robert Keller, Mr. Kenneth Walton Hitchner III, Mr. Jackson Peter Tai and Dr. Jue Chen as independent non-executive Directors.

* For identification purpose only