

**WUXI XDC CAYMAN INC.**

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**SHARE OPTION SCHEME**

**To be adopted on November 23, 2021**

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# WUXI XDC CAYMAN INC.

## SHARE OPTION SCHEME

### 1. DEFINITIONS

1.1 In this Scheme, except where the context otherwise requires, the following words and expressions have the following meanings:-

“**Acceptance Date**” means the date upon which an offer for an Option must be accepted by the relevant Eligible Participant, being a date not later than 30 days after the Offer Date;

“**Adoption Date**” means the date on which this Scheme was approved and adopted by the shareholders of the Company and WuXi Biologics;

“**approved independent financial adviser**” means such independent financial adviser as approved by the Board;

“**Articles**” means the articles of association of the Company as amended from time to time;

“**associate(s)**” shall have the meaning ascribed to it in the Listing Rules;

“**Auditors**” means the auditors for the time being of the Company;

“**Board**” means the board of directors of the Company for the time being or a duly authorized committee thereof;

“**Business Day**” means any day on which the Stock Exchange is open for the business of dealing in securities;

“**Cancelled Shares**” means those Shares which were the subject of options which had been granted and accepted under this Scheme or any of the other schemes but subsequently cancelled;

“**Commencement Date**” means, in respect of an Option, the date upon which such Option is deemed to be granted and accepted in accordance with paragraph 4.4;

“**Company**” means WuXi XDC Cayman Inc., a company incorporated under the laws of the Cayman Islands with limited liability, a non-wholly owned subsidiary of WuXi Biologics;

“**Connected Person**” has the meaning ascribed to it in the Listing Rules;

“**Eligible Participant**” means any full-time or part-time employees, executives, officers or directors of the Company or any of its Subsidiaries; Rule 17.03(2)

“**Exercise Date**” means the date of the notice given by the Grantee in respect of the exercise of the Option in accordance with paragraph 7.1;

“**Exercise Price**” means the price per Share at which a Grantee may subscribe for Shares on the exercise of an Option as determined by the Board in accordance with paragraph 6; Rule 17.03(5)

“**Expiry Date**” means, in respect of an Option, the date of expiry of the Option as may be determined by the Board which shall not be later than the last day of the Option Period in respect of such Option;

“**Grantee**” means any Eligible Participant who accepts the offer of the grant of an Option in accordance with the rules of this Scheme;

“**Group**” means the Company and its Subsidiaries;

“**HK\$**” means Hong Kong dollars, the lawful currency of Hong Kong;

“**Hong Kong**” means the Hong Kong Special Administrative Region of the People's Republic of China;

“**Listing Rules**” means the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited, as amended from time to time;

“**New Approval Date**” has the meaning given in paragraph 9.2;

“**New Scheme Limit**” has the meaning given in paragraph 9.2;

“**Offer Date**” means, in respect of an Option, the date on which such Option is offered in writing to an Eligible Participant which must be a Business Day;

“**Option**” means a right granted by the Company under the Scheme, which right permits (but does not obligate) a Grantee to subscribe for Shares in accordance with the terms of this Scheme;

“**Option Period**” means, in respect of an Option, the period to be notified by the Board to each Grantee within which the Option may be exercisable provided that such period of time shall not exceed a period of ten (10) years commencing on the Commencement Date; Rule 17.03(5)

“**other schemes**” means other than this Scheme, all the schemes involving the grant by the Company of options over Shares or other securities of the Company to, or for the benefit of, specified participants of such schemes or any arrangement involving the grant of options to participants over Shares or other securities of the Company which, in the opinion of the Stock Exchange, is analogous to a share option scheme as described in Chapter 17 of the Listing Rules;

“**Personal Representative(s)**” means a person or persons who, in accordance with the laws of succession applicable in respect of the death of such Grantee is or are entitled to exercise the Option accepted by such Grantee (to the extent not already exercised) in consequence of the death of such Grantee;

“**Scheme**” means the share option scheme of the Company, the rules of which are set out in this document in its present or any amended form;

“**Scheme Limit**” has the meaning ascribed to it in paragraph 9.1;

“**Scheme Period**” means a period of ten (10) years commencing from the date on which this Scheme becomes unconditional;

“**Shares**” means share(s) of a nominal value of US\$0.00005 each (or of such other nominal amount as shall result from a sub-division, consolidation, re-classification or re-construction of such shares from time to time) in the share capital of the Company;

“**Special Resolution**” means a resolution passed at a meeting of the Grantees (being only those Grantees holding Options, all or any part of which is unexercised as at the time of the meeting at which the resolution is proposed) duly convened and held and carried by a majority consisting of not less than three-fourths of the votes cast upon a show of hands or on a poll, by a majority consisting of not less than three-fourths of the votes cast on a poll;

“**Stock Exchange**” means The Stock Exchange of Hong Kong Limited or (if applicable) such other stock exchange on which the issued share capital of WuXi Biologics is primarily listed;

“**Subsidiary(ies)**” has the meaning ascribed to it in the Listing Rules;

“**substantial shareholder(s)**” has the meaning ascribed to it in the Listing Rules;

“**WuXi Biologics**” means WuXi Biologics (Cayman) Inc. (藥明生物技術有限公司\*), a company incorporated under the laws of the Cayman Islands with limited liability on February 27, 2014, whose shares are listed on the Main Board of the Stock Exchange (stock code: 2269);

“**United States**” means the United States of America;

“**US\$**” means United States dollars, the lawful currency of the United States; and

“**%**” means per cent.

1.2 In this Scheme, unless the context otherwise requires:

- (a) paragraph headings are inserted for convenience of reference only and shall not affect the interpretation of this Scheme;
- (b) references to paragraphs are to paragraphs of this Scheme;
- (c) the singular includes the plural and vice versa;
- (d) references to one gender shall include both genders and the neuter;
- (e) any reference to any statute or statutory provision shall include any statute or statutory provision which amends or replaces, or has amended or replaced it, and shall include any subordinate legislation made under the relevant statute; and
- (f) a reference to a “**person**” shall be construed so as to include any individual, firm, business, company, body corporate or unincorporated or other juridical person, government, federation, state or agency thereof or any joint venture, association, partnership or trust (whether or not having separate legal personality).

## 2. **CONDITIONS**

2.1 This Scheme shall take effect subject to and conditional upon (i) the approval by the shareholders of the Company to approve the adoption of this Scheme; and (ii) the approval by the ordinary resolution of the shareholders of WuXi Biologics to approve the adoption of this Scheme at a duly convened general meeting.

## 3. **PURPOSE, DURATION AND ADMINISTRATION OF SCHEME**

3.1 The purpose of this Scheme is to enable the Company to grant Options to Eligible Participants as incentives or rewards for their contribution to the Group so as to enable the Group to recruit and retain high-calibre employees and attract human resources that are valuable to the Group. Rule 17.03(1)

3.2 The basis of eligibility of any of the Eligible Participants to the grant of any Options shall be determined by the Board from time to time on the basis of their contribution to the development and growth of the Group.

3.3 Subject to paragraph 14, this Scheme shall be valid and effective for the Scheme Period after which no further Options shall be offered but the provisions of this Scheme shall in all other Rule 17.03(11)

respects remain in full force and effect to the extent necessary to give effect to the exercise of any Options granted prior thereto or otherwise as may be required in accordance with the provisions of this Scheme and Options granted prior thereto but not yet exercised shall continue to be valid and exercisable in accordance with this Scheme.

- 3.4 This Scheme shall be subject to the administration of the Board whose decision as to all matters arising in relation to this Scheme or its interpretation or effect (save as otherwise provided herein) shall be final and binding on all parties. Subject to due compliance with the applicable laws and regulations, including but not limited to the Listing Rules, the Board (or such committee) shall have the right (i) to interpret and construe the provisions of the Scheme; (ii) to determine the persons who will be awarded Options under the Scheme, and the number and Exercise Price of Options awarded thereto; (iii) to make such appropriate and equitable adjustments to the terms of Options granted under the Scheme as it deems necessary; and (iv) to make such other decisions or determinations as it shall deem appropriate in the administration of the Scheme.

#### 4. OPTIONS

- 4.1 The Board shall, subject to and in accordance with the provisions of this Scheme and the Listing Rules, be entitled to, but shall not be bound, at any time on any Business Day during the Scheme Period offer to grant an Option to any Eligible Participant whom the Board may in its absolute discretion select and subject to such conditions (including, without limitation, any minimum period for which an Option must be held before it can be exercised and/or any performance targets which must be achieved before an Option can be exercised) as it may think fit, *provided that* the maximum number of Shares in respect of which Options may be granted under this Scheme to any Eligible Participant, shall not, when aggregated with:

Rule 17.03(4)  
Rule 17.03(6)  
Rule 17.03(7)

- (a) any Shares issued upon exercise of Options or options under the other schemes which have been granted to that Eligible Participant;
- (b) any Shares which would be issued upon the exercise of outstanding Options or options under the other schemes granted to that Eligible Participant; and
- (c) any Cancelled Shares which were the subject of Options or options under the other schemes which had been granted to and accepted by that Eligible Participant,

in any 12-month period up to the Offer Date, exceed 1% of the total number of Shares in issue on the Offer Date.

- 4.2 If the Board determines to offer any Option to an Eligible Participant which exceeds the limit set out in paragraph 4.1:

Rule 17.03(4)  
Note

- (a) that grant shall be subject to (i) the issue of a circular by WuXi Biologics to its shareholders which shall comply with Rules 17.03(4) and 17.06 of the Listing Rules and/or such other requirements as prescribed under the Listing Rules or by the Stock Exchange from time to time; and (ii) the approval by the shareholders of WuXi Biologics at a duly convened general meeting at which that Eligible Participant and his associates (as defined in the Listing Rules) shall abstain from voting; and
- (b) unless provided otherwise in the Listing Rules, the date of the Board meeting at which the Board resolves to grant the proposed Options to that Eligible Participant shall be taken as the Offer Date for the purpose of calculating the Exercise Price. The number and terms (including the exercise price) of the proposed Options to be granted to such Eligible Participant must be fixed before the approval by the shareholders of WuXi Biologics is obtained.

- 4.3 If the Board determines to offer an Option to an Eligible Participant in accordance with paragraph 4.1, the Board shall forward to the relevant Eligible Participant an offer document in such form as the Board may from time to time determine which states (or, alternatively, documents accompanying the offer document which state), among others:-
- (a) the Eligible Participant's name, address and occupation;
  - (b) the Offer Date;
  - (c) the Acceptance Date;
  - (d) the Commencement Date or, if the Option Period does not commence on the Commencement Date, the date of commencement of the Option Period;
  - (e) the number of Shares in respect of which the Option is offered;
  - (f) the Exercise Price and the manner of payment of the Exercise Price for the Shares on and in consequence of the exercise of the Option;
  - (g) the Expiry Date in relation to that Option;
  - (h) the method of acceptance of the Option which shall, unless the Board otherwise determines, be as set out in paragraph 4.4; and
  - (i) such other terms and conditions (including, without limitation, any minimum period for which an Option must be held before it can be exercised and/or any performance targets which must be achieved before the Option can be exercised) relating to the offer of the Option which in the opinion of the Board are fair and reasonable but not being inconsistent with the rules of this Scheme and the Listing Rules.
- 4.4 An Option shall be deemed to have been granted and accepted by the Grantee and to have taken effect when the duplicate of the offer document constituting acceptance of the Option duly signed by the Grantee, together with a payment in favour of the Company of HK\$1.00 by way of consideration for the grant thereof is received by the Company on or before the relevant Acceptance Date. Such payment shall in no circumstances be refundable and shall be deemed as part payment of the Exercise Price. Rule 17.03(8)
- 4.5 Any offer to grant an Option may be accepted in respect of less than the number of Shares for which it is offered *provided that* it must be accepted in respect of an integral multiple thereof and such number is clearly stated in the duplicate of the offer document constituting acceptance of the Option in the manner as set out in paragraph 4.4. To the extent that the offer to grant an Option is not accepted by the Acceptance Date, it shall be deemed to have been irrevocably declined and lapsed.
- 4.6 The Options shall not be listed or dealt in on the Stock Exchange.
- 4.7 An Option and an offer to grant an Option shall be personal to the Grantee and shall not be transferable or assignable and no Grantee shall in any way sell, transfer, charge, mortgage, encumber or create any interest (legal or beneficial) in favour of any third party over or in relation to any Option held by him or any offer relating to the grant of an Option made to him or attempt to do so (save that the Grantee may nominate a nominee in whose name the Shares issued pursuant to this Scheme may be registered). Any breach of the foregoing shall entitle the Company to cancel any outstanding Options or any part thereof granted to such Grantee. Rule 17.03(10)  
Rule 17.03(17)

Rule 17.05

- 4.8 If and when the Shares are listed on the Stock Exchange, the Board shall not grant any Option after any inside information has come to its knowledge until the Company has announced the information pursuant to the requirements of the Listing Rules. In particular, no Options shall be granted during the period commencing one month immediately preceding the earlier of: (a) the date of the Board meeting (as such date is first notified to the Stock Exchange under the Listing Rules) for approving the Company's results for any year, half-year, quarterly or any other interim period (whether or not required under the Listing Rules); and (b) the deadline for the Company to announce its results for any year or half-year under the Listing Rules, or quarterly or any other interim period (whether or not required under the Listing Rules), and ending on the date of the results announcement. Further, no Option may be granted during any period of delay in publishing a results announcement.

## 5. OPTIONS TO CONNECTED PERSONS

- 5.1 Subject to paragraphs 4.2, 5.2, 9.2 and 9.3, if the Board determines to offer the grant any Option to a director, chief executive or substantial shareholder of WuXi Biologics or any of their respective associates, such grant shall be subject to the approval by the independent non-executive directors of WuXi Biologics (and in the event that the Board offers to grant any Option to an independent non-executive director of WuXi Biologics, the vote of such independent non-executive director shall not be counted for the purposes of approving such grant). Rule 17.04(1)

- 5.2 If the Board determines to offer the grant Options to a substantial shareholder or an independent non-executive director of WuXi Biologics (or any of their respective associates) and that grant would result in the Shares issued and to be issued upon exercise of all options already granted and to be granted (including options exercised, cancelled and outstanding) to such person under this Scheme and the other schemes in the 12-month period up to and including the Offer Date: Rule 17.04(1)

- (a) representing in aggregate over 0.1%, or such other percentage as may be from time to time provided under the Listing Rules, of the Shares in issue on the Offer Date; and
- (b) if and when the Shares are listed on the Stock Exchange, having an aggregate value, based on the official closing price of the Shares as stated in the daily quotation sheets of the Stock Exchange on the Offer Date, in excess of HK\$5 million or such other sum as may be from time to time provided under the Listing Rules,

such further grant shall be subject to, in addition to the approval of the independent non-executive directors of WuXi Biologics as referred to under paragraph 5.1, (i) the issue of a circular by WuXi Biologics to its shareholders, (ii) the approval by the shareholders of WuXi Biologics at a duly convened general meeting at which the Grantee, his associates and all core Connected Persons of WuXi Biologics who has an interest shall abstain from voting in favour of the resolution concerning the grant of such Options, and/or (iii) such other requirements (if any) prescribed under the Listing Rules from time to time. Unless provided otherwise in the Listing Rules, the date of the Board meeting at which the Board proposes to grant the proposed Options to that Eligible Participant shall be taken as the Offer Date for the purpose of calculating the Exercise Price. Rule 17.04(2)

- 5.3 The circular to be issued by WuXi Biologics to its shareholders pursuant to paragraph 5.2 shall contain the following information: Rule 17.04(3)
- (a) the details of the number and terms (including the Exercise Price and information required under Rule 17.03(5) to Rule 17.03(10)) of the Options to be granted to each Eligible Participant which must be fixed before the shareholders' meeting of WuXi Biologics and the Offer Date (which shall be the date of the Board meeting at which



the Board proposes to grant the proposed Options to that Eligible Participant);

- (b) a recommendation from the independent non-executive directors of WuXi Biologics (excluding any independent non-executive director who is the relevant Grantee) to the independent shareholders of WuXi Biologics as to voting;
- (c) the information required under Rules 17.02(2)(c) and (d) and the disclaimer required under Rule 17.02(4) of the Listing Rules; and
- (d) the information required under Rule 2.17 of the Listing Rules.

- 5.4 The shareholders' approval of WuXi Biologics as required under Rule 17.04(1) is also required for any change in the terms of options granted to a participant who is a substantial shareholder or an independent non-executive director of WuXi Biologics, or any of their respective associates.

Rule 17.04(3)  
Notes (1)

## 6. EXERCISE PRICE

The Exercise Price in relation to each Option offered to an Eligible Participant shall, subject to the adjustments referred to in paragraph 10, be in such amount as determined by the Board at its sole discretion to be fair and reasonable on a case by case basis, after taking into account, among other things, the business performance of the Company, individual performance of the Grantee as well as the net asset value of the Company as shown in its latest available management accounts, *provided that* in the event that the Company resolves to seek a separate listing of its shares on the Stock Exchange or an overseas stock exchange, the exercise price of any Option granted after such resolution to the listing date of the Company shall not be lower than the new issue price (if any); and in particular, any Share Options granted during the period commencing six (6) months before the lodgment of the listing application and up to the listing date of the Company shall not be lower than the new issue price.

Rule 17.03(9)  
Note 1  
Note 2

## 7. EXERCISE OF OPTIONS

- 7.1 Subject to paragraph 7.3, an Option shall be exercised in whole or in part and, other than where it is exercised to the full extent outstanding, shall be exercised in integral multiples of such number of Shares, by the Grantee by giving notice in writing to the Company stating that the Option is thereby exercised and the number of Shares in respect of which it is exercised. Each such notice must be accompanied by payment for the full amount of the Exercise Price for the Shares in respect of which the notice is given. Within 21 days after receipt of the notice and the payment and, where appropriate, receipt of the certificate by the Auditors or the approved independent financial adviser as the case may be pursuant to paragraph 10, the Company shall issue and allot the relevant number of Shares to the Grantee credited as fully paid and issue to the Grantee certificates in respect of the Shares so allotted.

- 7.2 Subject as hereinafter provided and subject to paragraph 7.4 below, an Option may be exercised by a Grantee at any time or times during the Option Period provided that:-

- (a) in the event of the Grantee ceasing to be an Eligible Participant for any reason other than on his death, ill-health, injury, disability or the termination of his relationship with the Company or any of its Subsidiaries on one or more of the grounds specified in paragraph 8(e), the Grantee may exercise the Option up to his entitlement at the date of cessation of being an Eligible Participant (to the extent not already exercised) within the period of one month (or such longer period as the Board may determine) following the date of such cessation (which date shall be, in relation to a Grantee who is an Eligible Participant by reason of his employment with the Company or any of its

Subsidiaries, the last actual working day with the Company or its Subsidiary whether salary is paid in lieu of notice or not);

- (b) in the case of the Grantee ceasing to be an Eligible Participant by reason of death, ill-health, injury or disability (all evidenced to the satisfaction of the Board) and none of the events which would be a ground for termination of his relationship with the Company or any of its Subsidiaries under paragraph 8(e) has occurred, the Grantee or the Personal Representative(s) of the Grantee shall be entitled within a period of 12 months (or such longer period as the Board may determine) from the date of cessation of being an Eligible Participant or death to exercise the Option in full (to the extent not already exercised);
- (c) if a general offer (whether by way of take-over offer, share repurchase offer or scheme of arrangement or otherwise in like manner) is made to all the holders of Shares (or all such holders other than the offeror and/or any person controlled by the offeror and/or any person acting in association or in concert with the offeror), the Company shall use its best endeavours to procure that such offer is extended to all the Grantees (on the same terms *mutatis mutandis*, and assuming that they shall become, by the exercise in full of the options granted to them, shareholders of the Company). If such offer, having been approved in accordance with applicable laws and regulatory requirements becomes, or is declared unconditional, the Grantee (or his legal personal representative(s)) shall be entitled to exercise his option in full (to the extent not already exercised) at any time within 14 days after the date on which such general offer becomes or is declared unconditional;
- (d) if a compromise or arrangement between the Company and its members and/or creditors is proposed for the purposes of or in connection with a scheme for the reconstruction of the Company or its amalgamation with any other company or companies, the Company shall give notice thereof to all the Grantees (together with a notice of the existence of the provisions of this paragraph) on the same day as it despatches to members and/or creditors of the Company a notice summoning the meeting to consider such a compromise or arrangement, and thereupon each Grantee shall be entitled to exercise all or any of his Options in whole or in part at any time prior to 12:00 noon (Hong Kong time) on the Business Day immediately preceding the date of the meeting directed to be convened by the relevant court for the purposes of considering such compromise or arrangement and if there are more than one meeting for such purpose, the date of the first meeting. With effect from the date of such meeting, the rights of all Grantees to exercise their respective Options shall forthwith be suspended. Upon such compromise or arrangement becoming effective, all Options shall, to the extent that they have not been exercised, lapse and determine. The Board shall endeavour to procure that the Shares issued as a result of the exercise of Options in such circumstances shall for the purposes of such compromise or arrangement form part of the issued share capital of the Company on the effective date thereof and that such Shares shall in all respects be subject to such compromise or arrangement. If for any reason such compromise or arrangement is not approved by the relevant court (whether upon the terms presented to the relevant court or upon any other terms as may be approved by such court) the rights of the Grantees to exercise their respective Options shall with effect from the date of the making of the order by the relevant court be restored in full as if such compromise or arrangement had not been proposed by the Company and no claim shall lie against the Company or any of its officers for any loss or damage sustained by any Grantee as a result of the aforesaid suspension; and
- (e) in the event a notice is given by the Company to its members to convene a general meeting for the purposes of considering, and if thought fit, approving a resolution to

Rule 17.06

voluntarily wind-up the Company, the Company shall on the same date as or soon after it despatches such notice to each member of the Company give notice thereof to all Grantees and thereupon, each Grantee (or in the case of the death of the Grantee, his Personal Representative(s)) shall be entitled to exercise all or any of his Options at any time not later than three (3) Business Days prior to the proposed general meeting of the Company by giving notice in writing to the Company, accompanied by a payment for the full amount of the aggregate Exercise Price for the Shares in respect of which the notice is given whereupon the Company shall as soon as possible and, in any event, no later than the Business Day immediately prior to the date of the proposed general meeting referred to above, allot the relevant Shares to the Grantee credited as fully paid.

7.3 No dividends shall be payable in relation to Shares that are the subject of Options that have not been exercised. The Shares to be allotted upon the exercise of an Option shall not carry voting rights until completion of the registration of the Grantee (or such other person nominated by the Grantee) as the holder thereof. Subject as aforesaid, the Shares to be allotted upon the exercise of an Option shall be subject to all the provisions of the Articles and shall rank *pari passu* in all respects with and shall have the same voting, dividend, transfer and other rights, including those arising on liquidation of the Company as attached to the fully-paid Shares in issue on the date of issue and rights in respect of any dividend or other distributions paid or made on or after the date of issue. Shares issued on the exercise of an Option shall not rank for any rights attaching to Shares by reference to a record date preceding the date of allotment.

7.4 Subject to the other terms of this Scheme, save as determined otherwise by the Board at its sole discretion, an Option (to the extent that it is exercisable pursuant to paragraph 7.2 above) may be exercised by a Grantee at any time during the Option Period in four tranches as follows: (i) twenty percent (20%) of the Options shall be vested on the date falling on the second (2nd) anniversary of the Offer Date; (ii) twenty percent (20%) of the Options shall be vested on the date falling on the third (3rd) anniversary of the Offer Date; (iii) twenty percent (20%) of the Options shall be vested on the date falling on the fourth (4th) anniversary of the Offer Date; and (iv) forty percent (40%) of the Options shall be vested on the date falling on the fifth (5th) anniversary of the Offer Date. For the avoidance of doubt, any proportion of any Option that has been vested shall be exercisable by the Grantee from the relevant vesting date until the expiry of the Option Period.

## 8. LAPSE OF OPTION

An Option shall lapse automatically and not be exercisable (to the extent not already exercised) Rule 17.03(12) on the earliest of:-

- (a) the Expiry Date relevant to that Option;
- (b) the expiry of any of the periods referred to in paragraph 7.2(a), (b), (c), (d) or (e);
- (c) the date on which the scheme of arrangement of the Company referred to in paragraph 7.2(d) becomes effective;
- (d) the date of commencement of the winding-up of the Company (as determined in accordance with the applicable laws including, without limitation, the Companies Act Cap. 22 (Law 3 of 1961));
- (e) the date on which the Grantee ceases to be an Eligible Participant by reason of the termination of his relationship with the Company or any of its Subsidiaries on any one or more of the grounds that he has been guilty of serious misconduct or has been

convicted of any criminal offence involving his integrity or honesty or in relation to an employee of the Company or any of its Subsidiaries (if so determined by the Board) on any other ground on which an employer would be entitled to terminate his employment at common law or pursuant to any applicable laws or under the Grantee's service contract with the Company or its relevant Subsidiary. A resolution of the Board, or the relevant Subsidiary of the Company, to the effect that the relationship of a Grantee has or has not been terminated on one or more of the grounds specified in this paragraph shall be conclusive; and

- (f) the date on which the Board shall exercise the Company's right to cancel the Option at any time after the Grantee commits a breach of paragraph 4.7 or the Options are cancelled in accordance with paragraph 15.

## 9. MAXIMUM NUMBER OF SHARES AVAILABLE FOR SUBSCRIPTION

- 9.1 Unless further approval has been obtained pursuant to paragraphs 9.2 and/or 9.3 and subject to paragraphs 9.4 and 9.5, as at the Adoption Date, the maximum number of Shares in respect of which Options or options under the other schemes may be granted is 10% (“**Scheme Limit**”) of the Shares in issue as at the Adoption Date. As at the Offer Date of any proposed grant of Options, the maximum number of Shares in respect of which Options may be granted is such number of Shares less the aggregate of the following Shares as at that Offer Date: Rule 17.03(3)  
Note (1)
- (a) the number of Shares which would be issued on the exercise in full of the Options and options under the other schemes but not cancelled, lapsed or exercised;
  - (b) the number of Shares which have been issued and allotted pursuant to the exercise of any Options or options under the other schemes; and
  - (c) the number of Cancelled Shares.
- 9.2 Subject to paragraph 9.4 and the provisions of the Articles, the issue of a circular by WuXi Biologics which complies with Rules 17.03(3) and 17.06 of the Listing Rules and the approval by the shareholders of WuXi Biologics at a duly convened general meeting and/or such other requirements prescribed under the Listing Rules from time to time, the Scheme Limit may be refreshed from time to time up to 10% of the Shares in issue (“**New Scheme Limit**”) as at the date of such shareholders' approval (“**New Approval Date**”). Thereafter, as at the Offer Date of any proposed grant of Options, the maximum number of Shares in respect of which Options may be granted is the New Scheme Limit less the aggregate of the following Shares as at that Offer Date: Rule 17.03(3)  
Note (1)
- (a) the number of Shares which would be issued on the exercise in full of the Options and options under the other schemes granted on or after the New Approval Date but not cancelled, lapsed or exercised;
  - (b) the number of Shares which have been issued and allotted pursuant to the exercise of any Options or options under the other schemes granted on or after the New Approval Date; and
  - (c) the number of Cancelled Shares, the subject of Options or options under the other schemes granted on or after the New Approval Date.
- 9.3 Subject to paragraph 9.4, the issue of a circular by WuXi Biologics to its shareholders and the approval by the shareholders of WuXi Biologics at a duly convened general meeting in compliance with Rules 17.03(3) and 17.06 of the Listing Rules and/or such other requirements prescribed under the Listing Rules from time to time, the Board may grant Rule 17.03(3)  
Note (1)

Options exceeding the Scheme Limit to Eligible Participants specifically identified by the Board.

- 9.4 Any increase in the Scheme Limit pursuant to paragraphs 9.2 or 9.3 shall in no event result in the number of Shares which may be issued upon exercise of all outstanding options granted and yet to be exercised under this Scheme and the other schemes exceeding 30% of the Shares in issue from time to time. No options may be granted under this Scheme or the other schemes if this will result in such limit being exceeded. Rule 17.03(3)
- 9.5 The Scheme Limit referred to in paragraph 9.1 (or as increased in accordance with paragraphs 9.2 and/or 9.3, as the case may be) shall be adjusted, in such manner as the Auditors or the approved independent financial adviser shall certify to be appropriate, fair and reasonable in the event of any alteration in the capital structure of the Company in accordance with paragraph 10 whether by way of capitalization issue, rights issue, sub-division or consolidation of shares or reduction of share capital of the Company but in any event shall not exceed the limit prescribed in paragraph 9.4. Rule 17.03(13) Note
- 9.6 If the Company conducts a share consolidation or subdivision after the Scheme Limit has been approved at a duly convened general meeting as required above, the maximum number of securities that may be issued upon exercise of all the Options to be granted under this Scheme under the Scheme Limit as a percentage of the total number of issued shares at the date immediately before and after such consolidation or subdivision shall be the same. Rule 17.03(3) Note (3)

## 10. CAPITAL RESTRUCTURING

- 10.1 In the event of any capitalization issue, rights issue, sub-division or consolidation of shares or reduction of capital of the Company in accordance with applicable laws and regulatory requirements, such corresponding alterations (if any) shall be made (except on an issue of securities of the Company as consideration in a transaction which shall not be regarded as a circumstance requiring alteration or adjustment) in: Rule 17.03(13)
- (a) the number of Shares subject to any outstanding Options; and/or
  - (b) the Exercise Price,

as the Auditors or the approved independent financial adviser shall at the request of the Company or any Grantee, certify in writing either generally or as regards any particular Grantee, to be in their opinion fair and reasonable, provided that any such alterations shall be made on the basis that a Grantee shall have the same proportion of the equity capital of the Company as that to which he was entitled to subscribe had he exercised all the Options held by him immediately before such adjustments and the aggregate Exercise Price payable by a Grantee on the full exercise of any Option shall remain as nearly as possible the same as (but shall not be greater than) it was before such event and that no such alterations shall be made if the effect of such alterations would be to enable a Share to be issued at less than its nominal value. The capacity of the Auditors or the approved independent financial adviser, as the case may be, in this paragraph is that of experts and not arbitrators and their certificate shall, in the absence of manifest error, be final and conclusive and binding on the Company and the Grantees.

- 10.2 In respect of any adjustments required by paragraph 10.1, other than any made on a capitalization issue, the Auditors or the approved independent financial adviser, as the case may be, shall confirm to the Board in writing that the adjustments satisfy the requirements set out in Rule 17.03(13) of the Listing Rules and the note thereto and/or such other requirements prescribed under the Listing Rules from time to time. Rule 17.03(13)  
Note

## 11. SUFFICIENT SHARE CAPITAL

Subject to paragraph 7.2, the Board shall at all times set aside for the purposes of this Scheme, out of the authorized but unissued share capital of the Company, such number of Shares as the Board may from time to time determine to be sufficient to meet subsisting requirements for the exercise of outstanding Options.

## 12. DISPUTES

Any dispute arising in connection with this Scheme (whether as to the number of Shares subject to an Option, the amount of the Exercise Price or otherwise) shall be referred to the Auditors who shall act as experts and not as arbitrators and whose decision shall, in the absence of manifest error, be final, conclusive and binding on all persons who may be affected thereby.

## 13. ALTERATION OF THIS SCHEME

- 13.1 The terms and conditions of this Scheme and the regulations for the administration and operation of this Scheme (provided that the same are not inconsistent with the rules of this Scheme and the Listing Rules) may be altered in any respect by resolution of the Board except that: Rule 17.03(18)

- (a) any alteration to the advantage of the Grantees or the Eligible Participants (as the case may be) in respect of the matters contained in Rule 17.03 of the Listing Rules, including without limitation, the definitions of “Eligible Participant”, “Expiry Date”, “Grantee” and “Option Period” in paragraph 1.1 and the provisions in paragraphs 3, 4, 5, 6, 7, 8, 9, 10, 14, 15 and this paragraph 13;
- (b) any material alteration to the terms and conditions of this Scheme or any change to the terms of Options granted (except any alterations which take effect automatically under the terms of this Scheme); or
- (c) any change to the authority of the Board in relation to any alteration to the terms of this Scheme,

may only be made with the prior approval of (i) the shareholders of the Company, and (ii) the shareholders of WuXi Biologics at a duly convened general meeting, *provided that* any persons to whom or for whose benefit the Shares may be issued under this Scheme and their respective associates shall abstain from voting at general meeting, and *provided further that* the amended terms of this Scheme or the Options shall remain in compliance with Chapter 17 of the Listing Rules and no alteration shall operate to affect adversely the terms of issue of any Option granted or agreed to be granted prior to such alteration or to reduce the proportion of the equity capital to which any person was entitled pursuant to such Option prior to such alteration except with:

- (i) the consent in writing of Grantees holding in aggregate Options which if exercised in full on the date immediately preceding that on which such consent is obtained would entitle them to the issue of three-fourths in nominal value of all Shares which would fall to be issued upon the exercise of all Options outstanding on that date; or

- (ii) the sanction of a Special Resolution.

Written notice of any alterations made in accordance with this paragraph 13.1 shall be given to all Grantees.

13.2 In respect of any meeting of Grantees referred to in paragraph 13.1, all the provisions of the Articles as to general meetings of the Company shall *mutatis mutandis* apply as though the Options were a class of shares forming part of the capital of the Company except that:-

- (a) not less than seven (7) days' notice of such meeting shall be given;
- (b) a quorum at any such meeting shall be two (2) Grantees present in person or by proxy and holding Options entitling them to the issue of one-tenth in nominal value of all Shares which would fall to be issued upon the exercise of all Options then outstanding unless there is only one Grantee holding all Options then outstanding, in which case the quorum shall be one Grantee;
- (c) every Grantee present in person or by proxy at any such meeting shall be entitled on a show of hands to one vote, and on a poll, to one vote for each Share to which he would be entitled upon exercise in full of his Options then outstanding;
- (d) any Grantee present in person or by proxy may demand a poll; and
- (e) if any such meeting is adjourned for want of a quorum, such adjournment shall be to such date and time, not being less than seven (7) or more than fourteen (14) days thereafter, and to such place as may be appointed by the chairman of the meeting. At any adjourned meeting those Grantees who are then present in person or by proxy shall form a quorum and at least seven days' notice of any adjourned meeting shall be given in the same manner as for an original meeting and such notice shall state that those Grantees who are then present in person or by proxy shall form a quorum.

#### 14. **TERMINATION**

14.1 The Board may at any time resolve to terminate the operation of this Scheme and in such event no further Options shall be offered but the provisions of this Scheme shall remain in force to the extent necessary to give effect to the exercise of any Option granted prior to the termination or otherwise as may be required in accordance with the provisions of this Scheme and Options granted prior to such termination shall continue to be valid and exercisable in accordance with this Scheme. Rule 17.03(16)

14.2 Details of the Options granted, including Options exercised or outstanding, under this Scheme shall be disclosed to the shareholders of WuXi Biologics in accordance with the requirements under the Listing Rules if and when any new scheme is intended to be established by the Company after the termination of this Scheme.

#### 15. **CANCELLATION OF OPTIONS**

Any cancellation of Options granted but not exercised must be approved by the Grantees of the relevant Options in writing. For the avoidance of doubt, such approval is not required in the event any Option is cancelled pursuant to paragraph 4.7. Where the Company cancels Options, the grant of new options to the same Grantee may only be made under this Scheme within the limits set out in paragraphs 4.1, 9.1 and 9.2. Rule 17.03(14)

## 16. **DISCLOSURE IN ANNUAL AND INTERIM REPORTS**

The Board shall procure that details of this Scheme and other schemes of the Company are disclosed in the annual reports and interim reports of WuXi Biologics in compliance with the Listing Rules in force from time to time.

Rule 17.07

## 17. **GENERAL**

17.1 The Company shall bear the costs of establishing and administering this Scheme (including the costs of the Auditors or the approved independent financial adviser, as the case may be, in relation to the preparation of any certificate or the provision of any other services in relation to this Scheme).

17.2 A Grantee shall be entitled to inspect copies of all notices and other documents sent by the Company to its shareholders at the same time or within a reasonable time of any such notices or documents being sent, which shall be made available to him upon request.

17.3 Any notices, documents or other communication between the Company and a Grantee shall be in writing and may be given by sending the same by prepaid post or by personal delivery to, in the case of the Company, its registered address in the Cayman Islands and, in the case of the Grantee, his address as notified to the Company from time to time.

17.4 Any notice or other communication served:-

(a) by the Company shall be deemed to have been served 48 hours after the same was put in the post or if delivered by hand, when delivered; and

(b) by the Grantee shall not be deemed to have been received until the same shall have been received by the Company.

17.5 All issues and allotments of Shares pursuant to this Scheme shall be subject to any necessary consents under the relevant laws, enactments or regulations for the time being to which the Company is subject. A Grantee shall be responsible for obtaining any governmental or other official consent that may be required by any country or jurisdiction for, or in connection with the grant or exercise of an Option. The Company shall not be responsible for any failure by a Grantee to obtain any such consent or for any tax or other liability to which a Grantee may become subject as a result of his participation in this Scheme.

17.6 This Scheme shall not confer on any person any legal or equitable rights (other than those constituting the Options themselves) against the Company directly or indirectly or give rise to any cause of action at law or in equity against the Company.

17.7 This Scheme shall not form part of any contract of employment between the Company or any of its Subsidiaries and any Eligible Participant who is an employee of the Company or any of its Subsidiaries and the rights and obligations of any Eligible Participant under the terms of his office or employment shall not be affected by his participation in it and this Scheme shall afford such an Eligible Participant no additional rights to compensation or damages in consequence of the termination of such office or employment for any reason.

17.8 The Company shall maintain all necessary books of account and records relating to the Scheme.

17.9 This Scheme shall in all respects be administered by the Board which (a) shall administer the Scheme in accordance with the provisions hereof and all applicable requirements of the Listing Rules and (b) may make such rules not being inconsistent with the terms and



conditions hereof and the Listing Rules for the conduct of the Scheme and the determination and terms of each entitlement under an Option as the Board thinks fit.

17.10 A Grantee who is a member of the Board may, subject to and in accordance with the Articles, notwithstanding his interest, vote on any Board resolution concerning the Scheme (other than in respect of his own participation therein) and may retain any benefit under the Scheme.

18. **GOVERNING LAW**

This Scheme and all Options granted hereunder are governed by and shall be construed in accordance with the laws of Hong Kong.

*\*For identification purpose only*