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**BioDlink International Company Limited**

**東曜藥業股份有限公司**

*(Incorporated in Hong Kong with limited liability)*

**(Stock Code: 1875)**

## **GRANT OF SHARE AWARDS UNDER 2024 RESTRICTED SHARE AWARD SCHEME**

### **INTRODUCTION**

This announcement is made pursuant to Rules 17.06A, 17.06B and 17.06C of the Listing Rules.

Reference is made to the 2024 Scheme Circular dated 30 May 2024 and the Company's annual general meeting poll results announcement dated 26 June 2024 in relation to, among other things, the adoption of the 2024 Restricted Share Award Scheme.

The Board is pleased to announce that the Administration Committee has resolved to make Grants under the 2024 Restricted Share Award Scheme involving a total number of 13,350,000 Award Shares. Details of the grant are set out below:

### **2025 YEAR-END GRANT**

Date of grant:	19 December 2025
Grantees:	Eight (8) current non-Director employees of the Group, none of whom is a connected person of the Company
Number of Award Shares:	13,350,000 Award Shares in total, representing approximately 1.73% of the Company's issued share capital as at the Adoption Date and as at the date of this announcement
Grant Consideration:	HK\$0.6 per Award Share
Closing price of the Shares on the date of grant:	HK\$2.03 per Share

Vesting period:	<p>For each grantee, the earliest vesting date of his/her Award Shares (the “<b>Earliest Vesting Date</b>”) are as follows:</p> <p>25% : The date of the fulfillment of 2026-2027 Performance Target</p> <p>25% : The first anniversary of the fulfillment of 2026-2027 Performance Target</p> <p>25% : The second anniversary of the fulfillment of 2026-2027 Performance Target</p> <p>25% : The third anniversary of the fulfillment of 2026-2027 Performance Target</p> <p>Subject to the rules of the 2024 Restricted Share Award Scheme, any Award Share granted to a Selected Participant shall vest in such Selected Participant on the latest of (i) the Vesting Date in respect of such Award Share; (ii) the date of the allotment and issue of such Award Share by the Company to the Trustee B or the date of purchase, migration or re-allocation of such Award Share, as the case may be; and (iii) the date of the receipt of the full amount of the Grant Consideration by the Company in respect of such Award Share. The Administration Committee shall have the absolute discretion in determining whether the vesting conditions of any Selected Participant has been fulfilled.</p>
Performance targets:	<p>For each grantee, the performance targets linked to the Earliest Vesting Date include (i) the revenue of the Group’s CDMO business for any of the year ending December 31, 2026 or December 31, 2027 reaching a specified target; and (ii) the EBITDA of the Group for that year attaining a specified level (together, the “<b>2026-2027 Performance Target</b>”).</p>
Clawback mechanism:	<p>As disclosed on pages 21 to 22 of the 2024 Scheme Circular, other than the lapse of Award Shares following the dismissal or expulsion of a Selected Participant from the Group or the breach by a Selected Participant of his/her employment contract or scope of duties or the Group’s reward and punishment policies, there is no “clawback” mechanism for the Company to recover or withhold from Selected Participants any Award Shares granted under the 2024 Restricted Share Award Scheme.</p>

## REMAINING SCHEME MANDATE LIMIT AND SERVICE PROVIDER SUBLIMIT

As disclosed on page 17 of the 2024 Scheme Circular, the maximum number of Award Shares which may be granted pursuant to the 2024 Restricted Share Award Scheme is 77,278,788 Shares (the “**Scheme Mandate Limit**”), of which the maximum number of Award Shares which may be granted to “Service Provider Participants” (as defined in the rules of the 2024 Restricted Share Award Scheme) is 3,863,939 Shares (the “**Service Provider Sublimit**”).

Following the 2025 Year-end Grant, the remaining Scheme Mandate Limit available for future Grants is 63,928,788 Shares, of which the Service Provider Sublimit remains unchanged at 3,863,939 Shares.

## DEFINITIONS

In this announcement, unless the context otherwise requires, the following expressions shall have the following meanings:

“2024 Restricted Share Award Scheme”	the 2024 restricted share award scheme adopted by the Company on 26 June 2024, details of which are disclosed on pages 12 to 25 of the 2024 Scheme Circular
“2024 Scheme Circular”	the Company’s circular dated 30 May 2024 in relation to, among other things, the adoption of the 2024 Restricted Share Award Scheme
“2025 Year-end Grant”	the grant of a total of 13,350,000 Award Shares to 8 grantees on 19 December 2025 under the 2024 Restricted Share Award Scheme as described in this announcement
“2026-2027 Performance Target”	has the meaning ascribed to it in the section headed “2025 Year-end Grant” of this announcement
“Administration Committee”	a sub-committee of the Board delegated with the power and authority by the Board and its remuneration committee to administer the 2024 Restricted Share Award Scheme
“Adoption Date”	26 June 2024, being the date on which the 2024 Restricted Share Award Scheme was adopted by ordinary resolutions passed by the Company’s shareholders
“Award Share(s)”	in respect of a Selected Participant, such number of Share(s) as awarded by the Administration Committee pursuant to the 2024 Restricted Share Award Scheme
“Board”	the board of Directors of the Company

“Company”	BioDlink International Company Limited (東曜藥業股份有限公司), a company incorporated in Hong Kong with limited liability on 4 December 2009 whose Shares are listed on the Stock Exchange (stock code: 1875)
“connected person(s)”	has the meaning ascribed to it under the Listing Rules
“Director(s)”	the director(s) of the Company
“Earliest Vesting Date”	has the meaning ascribed to it in the section headed “2025 Year-end Grant” of this announcement
“EBITDA”	Earnings before interest, taxes depreciation and amortisation
“Grant(s)”	individually or collectively, grant(s) of Award Shares under the 2024 Restricted Share Award Scheme
“Grant Consideration”	the consideration to be paid by the Selected Participants to the Company before the vesting of their Award Shares
“Group”	the Company and its subsidiaries
“HK\$”	Hong Kong dollar(s), the lawful currency of Hong Kong
“Hong Kong”	the Hong Kong Special Administrative Region of the People’s Republic of China
“Listing Rules”	the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited, as amended, supplemented or otherwise modified from time to time
“Scheme Mandate Limit”	has the meaning ascribed to it in the section headed “Remaining Scheme Mandate Limit and Service Provider Sublimit” of this announcement
“Selected Participant(s)”	any Participant(s) selected by the Administration Committee in accordance with the terms of and entitled to receive a Grant under the 2024 Restricted Share Award Scheme
“Service Provider Sublimit”	has the meaning ascribed to it in the section headed “Remaining Scheme Mandate Limit and Service Provider Sublimit” of this announcement
“Share(s)”	ordinary share(s) of the Company

“Stock Exchange”

The Stock Exchange of Hong Kong Limited

“Trustee B”

Tricor Trust (Hong Kong) Limited, a company incorporated in Hong Kong with limited liability on 20 October 1977, being one of the trustees under the 2024 Restricted Share Award Scheme

By order of the Board  
**BioDlink International Company Limited**  
**Mr. Fu, Shan**  
*Executive Director*

Hong Kong, 21 December 2025

*As at the date of this announcement, the executive director of the Company is Mr. Fu, Shan; the non-executive director of the Company is Dr. Liu, Weidong; and the independent non-executive directors of the Company are Ms. Sun, Hui, Mr. Zhang, Qing and Dr. Gu, Xuelin.*