



## **HUTCHMED (China) Limited**

**和黃醫藥（中國）有限公司**

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

**(Stock Code: 13)**

### **Grant of Share Options under Share Option Scheme and Awards under Long Term Incentive Plan**

HUTCHMED (China) Limited (“HUTCHMED” or the “Company”) announces that on June 9, 2025, it granted share options (“Share Options”) under the Share Option Scheme adopted by HUTCHMED in 2015 (the “Share Option Scheme”) and awards (“LTIP Awards”) under the Long Term Incentive Plan adopted by HUTCHMED in 2025 (“LTIP”).

Aimed at attracting and retaining top talent, the Remuneration Committee of HUTCHMED appointed an independent advisor to conduct compensation benchmarking research on a selected peer group of companies. As a result of this the Remuneration Committee has comprehensively reviewed the compensation and share-based incentives policies of HUTCHMED and its subsidiaries (the “Group”) and established an attractive policy to ensure the Group is able to recruit and retain top talent. In line with this review HUTCHMED has decided to make the following grant of Share Options and LTIP Awards.

#### **1. Performance Related Share Options**

HUTCHMED granted Share Options subject to the Performance Targets (defined below) under its Share Option Scheme to Dr Weiguo Su (Executive Director, Chief Executive Officer and Chief Scientific Officer), being a person discharging managerial responsibility (“PDMR”) under the UK Market Abuse Regulation to subscribe for 1,493,435 ordinary shares with par value US\$0.10 each in the share capital of the Company (“Ordinary Shares”) subject to the acceptance of the grantee. Details of such Share Options granted are as follows:

Date of grant	:	June 9, 2025
Exercise price of share options granted	:	HK\$25.50 per Ordinary Share
Number of share options granted	:	1,493,435 Ordinary Shares
Closing market price of Ordinary Shares at HKEX on the date of grant	:	HK\$25.50 per Ordinary Share
Exercise period of the share options	:	From June 9, 2025 to June 8, 2035
Vesting period of the share options	:	Vesting will occur two business days after the date of announcement of the annual results of the Company for the financial year ending December 31, 2027 (the “2027 Results Announcement”).

Performance targets	: The exercise of the share options is conditional upon the fulfilment of certain performance targets relating to the Group over the financial years 2025 to 2027 (the “Performance Targets”). The number of share options to be exercisable will be determined on the date of 2027 Results Announcement. The Performance Targets have been determined by the Board and specified in the grant letter of Dr Su. To the extent that the Performance Targets have not been met, the relevant number of share options granted to Dr Su will lapse.
Clawback mechanism	: The share options may be subject to the clawback policy of the Company enabling the Company to recover incentive-based compensation paid to covered executive officers in the event of mis-statement of the financial statements of the Company resulting from material non-compliance with financial reporting requirements.

After the above grant of Share Options, the number of Share Options available for future grant under the scheme mandate of the Share Option Scheme is 11,409,825.

Pursuant to Rule 17.04(1) of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Hong Kong Listing Rules”), the grant of the Share Options to Dr Su, being a Director and the Chief Executive Officer of the Company, had been approved by the Independent Non-executive Directors.

Except as set forth above, the other grantee is neither a Director, nor a chief executive, nor a substantial shareholder of the Company, nor an associate (as defined under the Hong Kong Listing Rules) of any of them.

This announcement is made pursuant to Rule 17.06A of the Hong Kong Listing Rules.

**2. Performance-related LTIP Award** (“Performance LTIP Award”) – award based on a maximum cash amount, which amount is determined by the achievement of performance targets for the financial years ending December 31, 2025, 2026 and 2027. The performance targets are determined by the Remuneration Committee of HUTCHMED based on the strategic objectives of HUTCHMED.

The shares, to be purchased by the trustee following determination of the cash amount based on actual achievement of performance targets, will then be held by the trustee until the related underlying LTIP Awards are vested. Vesting will occur three weeks after the date of completion of the share purchase for the awards for the financial year ending December 31, 2027. Vesting will also depend upon the continued employment of the award holder with the Group and will otherwise be at the discretion of the Board of Directors of HUTCHMED.

HUTCHMED granted the following Performance LTIP Awards to the following Executive Director, being a PDMR under the UK Market Abuse Regulation:

Award Holder	Maximum amount for the Performance LTIP Awards
Dr Weiguo Su (Executive Director, Chief Executive Officer and Chief Scientific Officer)	US\$3,442,787
Mr Johnny Cheng (Executive Director and Chief Financial Officer)	US\$779,934

An additional 132 employees of the Group have simultaneously been granted Performance LTIP Awards.

## About HUTCHMED

HUTCHMED (Nasdaq/AIM:HCM; HKEX:13) is an innovative, commercial-stage, biopharmaceutical company. It is committed to the discovery and global development and commercialization of targeted therapies and immunotherapies for the treatment of cancer and immunological diseases. Since inception it has focused on bringing drug candidates from in-house discovery to patients around the world, with its first three medicines marketed in China, the first of which is also approved around the world including in the US, Europe and Japan. For more information, please visit: [www.hutch-med.com](http://www.hutch-med.com) or follow us on [LinkedIn](#).

## Forward-Looking Statements

*This announcement contains forward-looking statements within the meaning of the "safe harbor" provisions of the US Private Securities Litigation Reform Act of 1995. Forward-looking statements involve risks and uncertainties. Existing and prospective investors are cautioned not to place undue reliance on these forward-looking statements, which speak only as of the date hereof. For further discussion of these and other risks, see HUTCHMED's filings with the US Securities and Exchange Commission, on AIM and on HKEX. HUTCHMED undertakes no obligation to update or revise the information contained in this announcement, whether as a result of new information, future events or circumstances or otherwise.*

By Order of the Board

## Edith Shih

*Non-executive Director and Company Secretary*

Hong Kong, June 10, 2025

As at the date of this announcement, the Directors of the Company are:

### Chairman and Non-executive Director:

Dr Dan ELDAR

### Executive Directors:

Dr Weiguo SU

*(Chief Executive Officer and  
Chief Scientific Officer)*

Mr CHENG Chig Fung, Johnny

*(Chief Financial Officer)*

### Non-executive Directors:

Ms Edith SHIH

Ms Ling YANG

### Independent Non-executive Directors:

Professor MOK Shu Kam, Tony

*(Senior and Lead Independent Non-executive Director)*

Dr Renu BHATIA

Dr Chaohong HU

Mr WONG Tak Wai