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# HARBOUR BIOMED

和 鉑 醫 藥 控 股 有 限 公 司

**HBM Holdings Limited**

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

**(Stock Code: 02142)**

## GRANT OF SHARE AWARDS

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

The board of directors (the “**Board**”) of HBM Holdings Limited (the “**Company**”, together with its subsidiaries, the “**Group**”) hereby announces that on 31 March 2026, the Company granted share awards (the “**Awards**”) to an eligible participant under the share award scheme adopted by the Shareholders on 23 November 2020 (the “**Share Award Scheme**”), subject to the acceptance by the grantee.

## GRANT OF SHARE AWARDS

Details of the grant of Awards (the “**Award Grant**”) are as follows:

Date of grant:	31 March 2026
Number of Awards granted:	103,000 Shares
Number of grantees:	one non-connected employee (not including senior management) of the Group (the “ <b>Award Grantee</b> ”)
Exercise price of the Awards granted:	Nil
Market price of the Shares on the date of grant:	HK\$13.10 per Share

- Vesting period and performance targets:
- (i) 25% of the Awards shall vest on 31 December 2027;
  - (ii) 25% of the Awards shall vest on 31 December 2028; and
  - (iii) the remaining 50% of the Awards shall vest on 31 December 2029.

Each vesting of the Awards will be subject to the results of the individual performance appraisal of the Award Grantee. The Group will conduct performance appraisal on the Award Grantee before each vesting, and the performance appraisal criteria (such as financial benchmarks or business/operative milestones, etc.) shall be determined by the Board. The said Awards will only vest if the Award Grantee obtains over a certain score at his/her performance appraisal.

Clawback mechanism: Where the following event as specified in the rules of the Share Award Scheme arises, any unvested Awards shall immediately lapse:

- (i) the Award Grantee, being an employee, whose employment is terminated by the Group by reason of the employer terminating the contract of employment without notice or payment in lieu of notice;
- (ii) the Award Grantee having been convicted of any criminal offence involving his/her integrity or honesty; or
- (iii) the Award Grantee having been declared bankrupt or having become insolvent or having made any arrangements or composition with his/her creditors generally.

The Award Grant is not subject to approval by the Shareholders, and the Award Grantee is not a director, chief executive or substantial shareholder (as defined in the Listing Rules) of the Company or an associate (as defined in the Listing Rules) of any of them.

To the best of the Directors' knowledge, information and belief, having made all reasonable enquiry, the Award Grantee is not (i) 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 (ii) a related entity participant or service provider with options and awards granted and to be granted in any 12-month period exceeding 0.1% of the total issued Shares (excluding treasury shares).

## **Reasons for and benefits of the Award Grant**

The purposes of the Award Grant are to align the interests of the Award Grantee with those of the Group through ownership of Shares, dividends and other distributions paid on Shares and/or the increase in value of the Shares, and to encourage and retain the Award Grantee to make contributions to the long-term growth and profits of the Group.

## **Shares available for future grant under the Share Award Scheme**

The aggregate number of award Shares underlying all grants made pursuant to the Share Award Scheme (excluding award Shares which have been forfeited in accordance with the Share Award Scheme) will not exceed 38,394,558 Shares, subject to an annual limit of 1% of the total number of issued Shares at the relevant time. As at the date of this announcement (after taking into account the Award Grant), 28,383,058 Shares were available for grant under the Share Award Scheme.

The Share Award Scheme was adopted before the new Chapter 17 of the Listing Rules came into effect on 1 January 2023. The Company will comply with the new Chapter 17 to the extent required by the transitional arrangements for its existing share schemes.

By order of the Board  
**HBM Holdings Limited**  
**Dr. Jingsong Wang**  
*Chairman and Executive Director*

Hong Kong, 31 March 2026

*As at the date of this announcement, the Board comprises Dr. Jingsong Wang and Dr. Yiping Rong as executive Directors; Dr. Robert Irwin Kamen, Dr. Xiaoping Ye, Dr. Albert R. Collinson and Ms. Weiwei Chen as independent non-executive Directors.*