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FOSUN 复星
復星國際有限公司
FOSUN INTERNATIONAL LIMITED
(Incorporated in Hong Kong with limited liability)
(Stock Code: 00656)

GRANT OF OPTIONS AND SHARE AWARDS

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

GRANT OF OPTIONS

The board (the “**Board**”) of directors (the “**Directors**”) of Fosun International Limited (the “**Company**”, collectively with its subsidiaries, the “**Group**”) announces that on 31 August 2023 (the “**Grant Date**”), the Company has granted 190,000 share options (the “**Option(s)**”) to 2 eligible participants (the “**Option Grantee(s)**”) of the share option scheme adopted by the Company on 16 March 2023 (the “**2023 Option Scheme**”) who are employees of the Group pursuant to the 2023 Option Scheme, to subscribe for an aggregate of 190,000 shares of the Company (the “**Shares**”) subject to acceptance by the Option Grantees.

A summary of the terms of the Options granted is set out below:

Grant Date: 31 August 2023

Type of the Option Grantees: 2 employees of the Group

Exercise price of the Options granted: Each Option shall entitle the holder of such Option to subscribe for one Share upon exercise of such Option at an exercise price of HK\$4.93 per Share, which is at least the higher of:

- (i) the closing price of HK\$4.91 per Share as stated in the daily quotations sheet issued by the Hong Kong Stock Exchange on the

Grant Date; and

- (ii) the average closing price of approximately HK\$4.93 per Share as stated in the daily quotations sheet issued by the Hong Kong Stock Exchange for the five business days immediately preceding the Grant Date.

Number of
Options granted:

190,000

Exercise period
and vesting
period of the
Options granted:

The Options, being granted to 2 outstanding employees of the Group are exercisable in four tranches as set out below:

	Vesting Period*	Exercise Period*
First 25% of the Options	31 August 2023 to 30 August 2024	31 August 2024 to 30 August 2033
Further 25% of the Options	31 August 2023 to 30 August 2025	31 August 2025 to 30 August 2033
Further 25% of the Options	31 August 2023 to 30 August 2026	31 August 2026 to 30 August 2033
Remaining 25% of the Options	31 August 2023 to 30 August 2027	31 August 2027 to 30 August 2033

Performance
targets of the
Options granted:

Each of the Option Grantees is required to meet their performance assessment targets during the vesting period. In general, the performance assessment of the Option Grantees is classified into three broad categories: (i) individual performance, (ii) the Group's performance, and (iii) performance of business segments, business lines and/or functional departments managed by the Option Grantees:

1. Individual performance: The assessment criteria are based on, among others, their management ability and efficiency and their contribution to enhancing the performance of the respective business segments or business lines, such as ability to introduce key talents, risk control and quality operation system, digitalization and entrepreneurship;
2. The Group's performance: The assessment criteria are based on, among others, revenue, profit, cash flow, improvement of Environmental, Social and Governance ("ESG") performance and organization evolution of the Group; and

3. Performance of business segments, business lines and/or functional departments managed by the Option Grantees: The assessment criteria are based on a wide range of factors which are important to the long-term development of such business segments, business lines and/or functional departments depending on their respective industry nature, business development stage and strategic goals, such as segment financial performance, industry ranking, customer satisfaction, risk control, digital transformation, production safety, expense management and human resource planning.

Given that the industry nature, business development stage and strategic goal of the business segments, business lines and/or functional departments managed by the Option Grantees are different, performance assessment of the Option Grantees are individualized with different assessment criteria and weighting based on their different roles and functions.

Clawback
mechanism for
the Options
granted:

All Options granted which are unvested shall automatically lapse under certain circumstances specified in the 2023 Option Scheme, such as the Option Grantee having been convicted of any criminal offence involving his/her integrity or honesty, or having done something which brings the Group into disrepute or cause damages to the Group (including, among others, causing material misstatement of the financial statements of the Company). For details of the circumstances in which Options which are unvested shall lapse, please refer to the paragraph headed “13. Rights on cessation of employment or retirement” in the Appendix I to the circular of the Company dated 27 February 2023.

Such grant of Options will not result in the total number of options and award Shares granted and to be granted to an eligible participant for a 12-month period up to and including the Grant Date exceeding 1% of the Shares in issue. No grant of Options is subject to the approval of shareholders of the Company. None of the Option Grantee is a Director, chief executive or substantial shareholder of the Company or any of their respective associates. There are no arrangements for the Company or any of its subsidiaries to provide financial assistance to the Option Grantees to facilitate the purchase of Options under the 2023 Option Scheme.

GRANT OF SHARE AWARDS

The Board announces that on the Grant Date, the Company has granted 1,800,000 award Shares (the “**Award Share(s)**”) to 17 eligible participants (the “**Share Award Grantee(s)**”) of the share award scheme adopted by the Company on 16 March 2023 (the “**2023 Award Scheme**”) who are Directors and employees of the Group pursuant to the 2023 Award Scheme (the “**2023 Second Award**”).

A summary of the terms of the Award Shares granted is set out below:

Grant Date: 31 August 2023

Type of the Share 4 Directors and 13 employees of the Group
Award Grantees:

Number of Award 1,800,000
Shares granted:

Purchase price of the Nil
Award Shares
granted:

Closing price of the HK\$4.91 per Share
Shares on the Grant
Date:

Vesting period of Subject to the satisfaction of the vesting criteria and conditions of
Award Shares the 2023 Second Award, 1,800,000 Award Shares shall be
granted: transferred to the 17 Share Award Grantees upon expiry of the
following vesting period (the “**Award Schedule**”):

Percentage of the Award Shares to be vested under the 2023 Second Award	Vesting Period*
33%	31 August 2023 to 30 August 2024
33%	31 August 2023 to 30 August 2025
34%	31 August 2023 to 30 August 2026

Performance targets Except for newly joined key employees who may receive Award
of Award Shares Shares as a sign-on bonus under their remuneration package, each of
granted: the Share Award Grantees have satisfied their respective
performance assessment targets for the previous financial year
before the Grant Date. In general, the performance assessment of the

Share Award Grantees is classified into three broad categories: (i) individual performance, (ii) the Group's performance, and (iii) performance of business segments, business lines and/or functional departments managed by the Share Award Grantees:

1. Individual performance: The assessment criteria are based on, among others, their management ability and efficiency and their contribution to enhancing the performance of the respective business segments or business lines, such as ability to introduce key talents, risk control and quality operation system, digitalization and entrepreneurship;
2. The Group's performance: The assessment criteria are based on, among others, revenue, profit, cash flow, improvement of ESG performance and organization evolution of the Group; and
3. Performance of business segments, business lines and/or functional departments managed by the Share Award Grantees: The assessment criteria are based on a wide range of factors which are important to the long-term development of such business segments, business lines and/or functional departments depending on their respective industry nature, business development stage and strategic goals, such as segment financial performance, industry ranking, customer satisfaction, risk control, digital transformation, production safety, expense management and human resource planning.

Given that the industry nature, business development stage and strategic goal of the business segments, business lines and/or functional departments managed by the Share Award Grantees are different, performance assessment of the Share Award Grantees are individualized with different assessment criteria and weighting based on their different roles and functions.

Clawback
mechanism for the
Award Shares
granted:

All Award Shares granted which are unvested shall automatically lapse under certain circumstances specified in the 2023 Award Scheme, such as the Share Award Grantee having been convicted of any criminal offence involving his/her integrity or honesty, or having done something which brings the Group into disrepute or

cause damages to the Group (including, among others, causing material misstatement of the financial statements of the Company). For details of the circumstances in which Award Shares which are unvested shall lapse, please refer to the paragraph headed “15. Cessation as an Eligible Person” in the Appendix II to the circular of the Company dated 27 February 2023.

Among the above Award Shares granted, 400,000 Award Shares were granted to the Directors with details as follows:

Name of Share Award Grantees	Position	Number of Award Shares Granted
Chen Qiyu	Executive Director and Co-Chief Executive Officer	60,000
Xu Xiaoliang	Executive Director and Co-Chief Executive Officer	60,000
Gong Ping	Executive Director	200,000
Pan Donghui	Executive Director	80,000

Note: All Award Shares granted to the Directors will be vested according to the Award Schedule.

The grant of the Award Shares to the above-mentioned Directors has been approved by the independent non-executive Directors in accordance with Rule 17.04(1) of the Listing Rules. The grant of such Award Shares was also approved by the Board, save that Mr. Chen Qiyu, Mr. Xu Xiaoliang, Mr. Gong Ping and Mr. Pan Donghui, each abstained on voting on the relevant resolutions relating to the grant of Award Shares to himself.

Such grant of Award Shares will not result in the total number of options and award Shares granted and to be granted to an eligible participant for a 12-month period up to and including the Grant Date exceeding 1% of the Shares in issue. No grant of Award Shares is subject to the approval of the shareholders of the Company. Save as disclosed above, none of the Share Award Grantee is a Director, chief executive or substantial shareholder of the Company or any of their respective associates of any of them. There are no arrangements for the Company or any of its subsidiaries to provide financial assistance to the Share Award Grantees to facilitate the purchase of the Award Shares under the 2023 Award Scheme.

After the grant of the abovementioned Options and Award Shares, the number of Shares available for future grant under the scheme mandate limit and the service provider sublimit of the 2023 Option Scheme and 2023 Award Scheme will be 725,814,012 Shares and 41,101,050 Shares, respectively.

**Vesting period refers to the period starting from the grant date up to the date immediately before the vesting date of the relevant Options or*

Award Shares. Exercise period refers to the period starting from the vesting date up to the expiry date of the relevant Option.

By Order of the Board
Fosun International Limited
Guo Guangchang
Chairman

31 August 2023

As at the date of this announcement, the executive directors of the Company are Mr. Guo Guangchang, Mr. Wang Qunbin, Mr. Chen Qiyu, Mr. Xu Xiaoliang, Mr. Gong Ping, Mr. Huang Zhen and Mr. Pan Donghui; the non-executive directors are Mr. Yu Qingfei, Mr. Li Shupeí and Mr. Li Fuhua; and the independent non-executive directors are Mr. Zhang Shengman, Mr. Zhang Huaqiao, Mr. David T. Zhang, Dr. Lee Kai-Fu and Ms. Tsang King Suen Katherine.