

## Announcement of Completion of Repurchase and Cancellation of Restricted Stock

This Company and all members of the Board of Directors hereby warrant that all information announced here are true, accurate and complete, and shall undertake responsibilities for any fictitious statement, misleading information or significant omission of the Announcement.

### Important Notes:

1. The number of Restricted Stock canceled: 178,674 shares;
2. The proportion of total capital stock before cancellation: 0.02%;
3. Total capital fund used to repurchase: 178,674 yuan;
4. The number of Incentive Employees involved: 288.

Pursuant to the resolution adopted at the Fourth Interim General Meeting of Shareholders 2024 of Zhejiang Supor Co., Ltd. (hereinafter referred to as the "Company", "the Company" or "Supor") held on November 11, 2024, the Company has completed the repurchase and cancellation of Restricted Stock on January 17, 2025, after it was reviewed and confirmed by Shenzhen Branch of China Securities Depository and Clearing Corporation Limited. Totally 178,674 shares of Restricted Stock were repurchased at the price of 1 yuan per share and cancelled. Related matters are announced as follows:

### I. Examination and Approval Procedures for and Implementation of the Equity Incentive Plan

- (1) On August 30, 2022, the 14<sup>th</sup> Session of the Seventh Board of Directors and the 13<sup>th</sup> Session of the Seventh Board of Supervisors reviewed and adopted the *Proposal on 2022 Restricted Stock Incentive Plan (Draft) and its Abstract*. The Board of Supervisors have conducted preliminary verification on the List of Incentive Employees.
- (2) On September 16, 2022, the Company disclosed *Verification Opinions on List of Incentive Employees for 2022 Restricted Stock Incentive Plan*. The Board of Supervisors has verified the Incentive Employees of 2022 Restricted Stock Incentive Plan and concluded that the subjective qualifications of the Incentive Employees involved in this plan are legal and valid.
- (3) On September 21, 2022, the First Interim General Meeting of Shareholders 2022 reviewed and

adopted the *Proposal on 2022 Restricted Stock Incentive Plan (Draft) and its Abstract, Proposal on Assessment Measures for the Implementation of the 2022 Restricted Stock Incentive Plan and Proposal on Requesting the General Meeting of Shareholders to Authorize the Board of Directors to Deal with Issues Related to the Company's Restricted Stock Incentive Plan.*

- (4) On September 22, 2022, the Company disclosed *Self-verification on Buying or Selling the Company's Shares by Insiders and Incentive Employees of 2022 Restricted Stock Incentive Plan*. The Company's insiders did not trade the Company's shares or involved in insider trading during the process of planning. In addition, the Company's insiders and Incentive Employees did not trade the Company's shares or involved in insider trading within six months before the publication of the Incentive Plan.
- (5) On October 12 2022, the 15<sup>th</sup> Session of the Seventh Board of Directors and the 14<sup>th</sup> Session of the Seventh Board of Supervisors reviewed and adopted the *Proposal on Grant of Restricted Stock to Incentive Employees*, agreeing to grant 1,253,500 shares of Restricted Stock to totally 288 Incentive Employees and the Grant Date is October 12, 2022. The Board of Supervisors have confirmed the List of Incentive Employees.
- (6) On November 11, 2022, the Company disclosed *Announcement of Completion of Registration for Grant of Restricted Stock of 2022*. Totally 1,253,500 shares of Restricted Stock were registered under the name of 288 incentive employees on November 10, 2022.
- (7) On January 31, 2023, the 18<sup>th</sup> Session of the Seventh Board of Directors and the 17<sup>th</sup> Session of the Seventh Board of Supervisors reviewed and adopted the *Proposal on Grant of Postponed Portion of Restricted Stock to Incentive Employees*, agreeing to grant 79,000 shares of postponed portion of Restricted Stock to totally 2 Incentive Employees and the Grant Date is February 1, 2023. The Board of Supervisors have confirmed the List of Incentive Employees.
- (8) On February 27, 2023, the Company disclosed *Announcement of Completion of Registration for Grant of Postponed Portion of Restricted Stock of 2022*. Totally 79,000 shares of postponed portion of Restricted Stock were registered under the name of 2 incentive employees on February 24, 2023.
- (9) On March 29, 2023, the 19<sup>th</sup> Session of the Seventh Board of Directors and 18<sup>th</sup> Session of the Seventh Board of Supervisors reviewed and adopted the *Proposal on Repurchasing and Canceling a Part of Restricted Stock*. For disqualification of two Incentive Employees due to their resignation, the Company has decided to repurchase and cancel 1,750 shares of Restricted Stock at the price of 1 yuan per share, and above shares were canceled on June 29, 2023.

- (10) On August 30, 2023, the 2<sup>nd</sup> Session of the Eighth Board of Directors and 2<sup>nd</sup> Session of the Eighth Board of Supervisors reviewed and adopted the *Proposal on Repurchasing and Canceling a Part of Restricted Stock*. For disqualification of three Incentive Employees due to their resignation, the Company has decided to repurchase and cancel 3,250 shares of Restricted Stock at the price of 1 yuan per share, and above shares were canceled on August 7, 2024.
- (11) On March 29, 2024, the 7<sup>th</sup> Session of the Eighth Board of Directors and 7<sup>th</sup> Session of the Eighth Board of Supervisors reviewed and adopted the *Proposal on Repurchasing and Canceling a Part of Restricted Stock*. For disqualification of four Incentive Employees due to their resignation, the Company has decided to repurchase and cancel 9,500 shares of Restricted Stock at the price of 1 yuan per share, and above shares were canceled on August 7, 2024.
- (12) On October 24, 2024, the 11<sup>th</sup> Session of the Eighth Board of Directors and 11<sup>th</sup> Session of the Eighth Board of Supervisors reviewed and adopted the *Proposal on Unlocking of Restricted Stock within the First Unlock Period of 2022 Restricted Stock Incentive Plan* and *Proposal on Repurchasing and Canceling a Part of Restricted Stock*. The first restriction period of Restricted Stock is 24 months after completion of grant registration and the restriction period was expired on November 10, 2024. The Company agreed to unlock the Restricted Stock for 286 qualified Incentive Employees in the first unlock period. The number of Restricted Stock unlocked is 456,201 shares, accounting for 0.06% of the total capital stock of the Company. The date of circulation of above Restricted Stock is November 19, 2024. Since the performance assessment of business units that incentive employees serve did not achieve the 100% unlocking target under the first unlock period, the Company plans to repurchase and cancel Restricted Stock amounting to 178,674 shares in accordance with the 2022 Restricted Stock Incentive Plan.
- (13) On January 10, 2025, the 13<sup>th</sup> Session of the Eighth Board of Directors and 13<sup>th</sup> Session of the Eighth Board of Supervisors reviewed and adopted the *Proposal on Unlocking of Postponed Portion of Restricted Stock within the First Unlock Period of 2022 Restricted Stock Incentive Plan*.

## **II. Basis for Repurchase and Cancellation of Restricted Stock**

The 11<sup>th</sup> Session of the Eighth Board of Directors held on October 24, 2024 adopted the *Proposal on Repurchasing and Canceling a Part of Restricted Stock*. In view of the performance assessment of business units that incentive employees of Restricted Stock Incentive Plan 2022 serve did not achieve the 100% unlocking target, in accordance with the Restricted Stock Incentive Plan 2022, the Company will repurchase

and cancel 178,674 shares of the restricted stock granted to the incentive employees at the price of CNY1.00 per share. The Fourth Interim General Meeting of Shareholders 2024 held on November 11, 2024 adopted the *Proposal on Repurchasing and Canceling a Part of Restricted Stock*, agreeing to repurchase and cancel 178,674 shares of Restricted Stock granted to incentive employees. The detailed adjustment to the 2022 Restricted Stock Incentive Plan is stated as follows:

In accordance with the stipulations of article VI(3) of Specific Contents of the Incentive Plan of Chapter V of Restricted Stock Incentive Plan 2022, it is one of the preconditions that the incentive employee can lift the restriction in the phase wholly or partially if the relevant performance of the foregoing business unit reaches the basic goals or above; and if the relevant performance of the business unit fails to reach the basic goal, the Company will repurchase and cancel the restricted stock in the current period in accordance with the provisions of the Plan. The overall performance assessment of the business units in 2022 where incentive employees serve is 73.11%, the Company determines the amount of restricted stock to be unlocked according to the achievement rate of the performance of each business unit in the current assessment period, so totally 456,201 shares of restricted stock have been unlocked during the first unlock period of Restricted Stock Incentive Plan 2022, and the other 178,674 shares of Restricted Stock will be repurchased for cancellation. The date of circulation of the above-mentioned Restricted Stock unlockable during the first unlock period is November 19, 2024. Details can be found in the *Announcement of Unlocking of Restricted Stock within the First Unlock Period of 2022 Restricted Stock Incentive Plan*, *Announcement of Repurchasing and Canceling a Part of Restricted Stock*, and *Suggestive Announcement on Listing of Restricted Stock Unlockable during the First Unlock Period of 2022 Restricted Stock Incentive Plan* published in Securities Times, China Securities Journal, Securities Daily and cninfo.com.cn dated October 25, 2024 and November 14, 2024 (Announcement No.: 2024-057, 2024-058 and 2024-062).

All in all, the Company repurchases 178,674 shares of restricted stock from Restricted Stock Incentive Plan 2022 at the price of 1 yuan per share for cancellation.

### **III. Quantity and Price for Repurchase and Cancellation of Restricted Stock**

Totally 178,674 shares of restricted stock of 288 Incentive Employees were to be repurchased and canceled at the price of 1 yuan per share complying with Restricted Stock Incentive Plan 2022, accounting for 0.02% of the total capital stock of the Company. The Company has already paid repurchase fund amounting to RMB 178,674 yuan to above Incentive Employees. Zhejiang Pan-China Certified Public Accountants (special general partnership) also issued the Capital Verification Report No.8(2025) dated on

January 10, 2025.

The number of Restricted Stock granted to Incentive Employees in accordance with Restricted Stock Incentive Plan 2022 is changed as follows:

Category	Name	Position	Restricted Stock to be unlocked during first unlock period (share)	Restricted Stock not unlocked (share)	Repurchased and canceled Restricted Stock this time (share)	Restricted Stock remaining locked (share)
Initial Granting Portion	Cheung Kwok Wah	General Manager	30,750	51,250	10,250	41,000
	Other Incentive Employees		425,451	731,549	158,549	573,000
Postponed Granting Portion	Xu Bo	Chief Financial Officer	0	58000	7,250	50,750
	Ye Jide	Vice General Manager, Secretary of Board	0	21000	2,625	18,375
<b>Total</b>			<b>456,201</b>	<b>861,799</b>	<b>178,674</b>	<b>683,125</b>

#### IV. Changes of Shares after Completion of the Repurchase and Cancellation

	Before change		Number of stock repurchased and canceled	After change	
	Number of Shares	Percentage (%)		Number of Shares	Percentage (%)
I. Restricted outstanding shares	1,621,036	0.20%	178,674	1,442,362	0.18%
II. Non-restricted outstanding shares	799,917,371	99.80%	0	799,917,371	99.82%
III. Total shares	801,538,407	100%	178,674	801,359,733	100%

As of this disclosure date, SEB Internationale S.A.S, the controlling shareholder of the Company, is holding 666,681,904 shares in total, and its shareholding ratio has increased from 83.18% to 83.19% upon the cancellation of above Restricted Stock. This change in share capital does not involve any situation where the shareholding ratio of the Company's major shareholders reach passively the certain amount requiring the fulfillment of information disclosure obligations as stipulated in the Administrative Measures for Takeovers of Listed Companies.

Board of Directors of Zhejiang Supor Co., Ltd.

January 21, 2025