Stock Code: 002032 Short Form: Supor Announcement No.: 2025-061

Announcement of Distribution Scheme of Performance Incentive Fund in 2023

This Company and all members of the Board of Directors hereby warrant that the information disclosed here is true, accurate and complete, and contains no fictitious statement, misleading information or significant omission.

Special Notes:

In accordance with the provisions of the *Administration Measures for the Performance Incentive Fund of Zhejiang Supor Co., Ltd* (hereinafter referred to as "the Measures") reviewed and approved by the 3rd Session of the Eighth Board of Directors and the Second Interim General Meeting of Shareholders 2023 of Zhejiang Supor Co., Ltd. (hereinafter referred to as "the Company", "this Company" or "Supor"), the distribution conditions of the 2023 Performance Incentive Fund have been fulfilled. Pursuant to the *Proposal on Distribution Scheme of Performance Incentive Fund in 2023* reviewed and approved at the 18th Session of the Eighth Board of Directors held on October 23, 2025, the Board of Directors approved to distributeCNY22,903,379 Performance Incentive Fund to 285 eligible reward employees in compliance with the Measures. The relevant details are hereby announced as follows:

I. Overview of the Administration Measures for Performance Incentive Fund

(1) On September 27, 2023, the *Proposal on Administration Measures for the Performance Incentive Fund* was reviewed and adopted by the 3rd Session of the Eighth Board of Directors. This proposal has also been approved by the Compensation and Appraisal Committee of the Board of Directors of the Company.

(2) On October 19, 2023, the *Proposal on Administration Measures for the Performance Incentive Fund* was reviewed and adopted by the Second Interim General Meeting of Shareholders.

(3) On March 29, 2024, the *Proposal on Accrual and Allocation Scheme of Performance Incentive Fund in 2023* was reviewed and adopted by the 7th Session of the Eighth Board of Directors. According to the Administration Measures for the Performance Incentive Fund, the accrual condition of the Performance Incentive Fund in 2023 is satisfied, the Company plans to accrue RMB22,903,379

incentive funds and distribute to 285 eligible reward employees.

Details of the *Announcement of Resolutions of the 3rd Session of the Eighth Board of Directors*, *Announcement of Resolutions of the Second Interim General Meeting of Shareholders 2023*, and *Announcement of Accrual and Allocation Scheme of Performance Incentive Fund in 2023* can be found in Securities Times, China Securities Journal, Securities Daily and cninfo.com.cn respectively dated September 28, 2023, October 20, 2023 and March 30, 2024 (Announcement No.: 2023-066、2023-073 and 2024-020).

II. Description of the Amount Accrued and Allocation of the Performance Incentive Fund for 2023 Fiscal Year

The Article 16 in the Measures regulates that: If the return on net assets for the assessment year reaches 22% (the return on net assets here is the weighted average return on net assets, and the net profit is calculated based on the net profit attributable to the owners of the listed company and excluding share-based payment expenses）, the incentive fund can be accrued, with an upper limit of no more than 3% of the net profit in the corresponding assessment year.

The return on net assets of the Company in 2023 fiscal year under assessment is 35.02%, which is calculated on the basis of the financial data audited by the KPMG Certified Public Accountants (special general partnership) and the net profit attributable to the listed company's shareholders is CNY2.180 billion. Upon approval by the 18th Session of the Eighth Board of Directors, the actual amount accrued is CNY22,903,379 (pre-tax) for 2023 fiscal year, and the individual income tax is withheld and paid by the Company.

III. Distribution arrangement for the Performance Incentive Fund for 2023 Fiscal Year

The distribution periods and specific distribution schedules of the incentive fund accrued under the Measures are shown in the table below:

Distribution arrangement	Year of assessment	Distribution Time
First distribution period	2023	Starting from 24 months after the Measures are reviewed and approved by the General Meeting of Shareholders, and up to 36 months thereafter, the Company will distribute accordingly.
Second distribution period	2024	Starting from 36 months after the Measures are reviewed and approved by the General Meeting of Shareholders, and up to 48 months thereafter, the Company will distribute accordingly.

The distribution time period for the Incentive Fund is from October 24, 2025 to October 18, 2026, and the Board of Directors of the Company will deal with the payment of Incentive Fund within the above time period.

IV. Impact of the distribution of the Performance Incentive Fund for 2023 Fiscal Year on the Company's Financial Condition and Operating Results

The 2023 Performance Incentive Fund was already accrued in the Company's audited 2023 annual financial statements. Therefore, this distribution will have no material impact on the Company's financial conditions or operating results for the year 2023 and subsequent periods.

V. Verification Opinions of the Compensation and Appraisal Committee of Board of Directors on Distribution of 2023 Performance Incentive Fund

After verification, the Compensation and Appraisal Committee of Board of Directors concluded that, the distribution conditions for the Company's 2023 Performance Incentive Fund have been satisfied, and the total amount of the Performance Incentive Fund to be distributed and the number of eligible reward employees are consistent with those approved by the 3rd Session of the Eighth Board of Directors, and the distribution matter complies with the Measures, *Articles of Association*, and other relevant laws, regulations, and normative documents. There is no circumstance that will harm the interests of the Company and all shareholders, particularly minority shareholders.

VI. Reference Documents

1. Resolutions of the 18th Session of the Eighth Board of Directors
2. Resolutions of the 18th Session of the Eighth Board of Supervisors

Board of Directors of Zhejiang Supor Co., Ltd.

October 24, 2025