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## **TSINGTAO BREWERY COMPANY LIMITED**

*(a Sino-foreign joint stock limited company established in the People's Republic of China)*

**(Stock Code: 168)**

### **ANNOUNCEMENT ON THE UNLOCKING AND LISTING OF THE FIRST GRANT OF THE RESTRICTED SHARES UNDER THE SECOND UNLOCKING PERIOD UNDER THE RESTRICTED A SHARE INCENTIVE PLAN**

References are made to the (i) announcements dated 23 March 2020, 29 June 2020, 27 July 2020, 22 March 2021, 30 September 2021, 15 December 2021 and 10 July 2023; (ii) circular dated 29 April 2020; and (iii) announcement of the poll results at the Annual General Meeting and the Class Meetings dated 8 June 2020 of Tsingtao Brewery Company Limited (the “**Company**”), in relation to, among other things, the adoption of the Restricted A Share Incentive Plan (the “**Incentive Plan**”), the First Grant and the Reserved Grant of the Restricted Shares under the Incentive Plan, the repurchase and cancellation of part of the Restricted Shares under the Incentive Plan and the fulfilment of the unlocking conditions for the second unlocking period under the first grant of the restricted shares under the Incentive Plan. Unless otherwise defined herein, capitalized terms used in this announcement shall have the same meaning as defined in the above announcements and circular.

### **ARRANGEMENT FOR LISTING AND CIRCULATION OF RESTRICTED SHARES TO BE UNLOCKED AND CHANGE IN SHARE CAPITAL STRUCTURE**

1. The time of listing and circulation of restricted shares to be unlocked: 24 July 2023
2. The number of restricted shares to be unlocked for listing and circulation: 4,328,702 shares
3. Lock-up and transfer restrictions on the restricted shares of Directors and the senior management to be unlocked

After the current unlocking of the restricted shares, Directors and senior management of the Company among the Participants shall comply with “Company Law of the People’s Republic of China”, “Securities Law of the People’s Republic of China”, “Management Rules for the Shares Held by the Directors, Supervisors and Senior Management of Listed Companies and the Changes Thereof”, “Certain Requirements on the Reduction of Shareholding by Shareholders, Directors, Supervisors and Senior Management of Listed Companies”, “Self-Regulatory Guidelines for Listed Companies No. 8 — Management of Change in Shares” and other relevant laws and regulations when holding and trading the Company’s shares. Directors and

senior management of the Company may not transfer more than 25% of the total number of shares of the Company held by him/her each year during his/her term of office. He/she shall not transfer any of his/her shares within 6 months after leaving the office. Also, Directors shall comply with the regulations contained in “Appendix 10 Model Code for Securities Transactions by Directors of Listed Issuers” of “Listing Rules of The Stock Exchange of Hong Kong Limited” when trading securities.

4. Changes in the share capital structure of the Company after the unlocking of the restricted shares

<b>Class of share</b>	<b>Before the Change (Share)</b>	<b>Change (Share)</b>	<b>After the Change (Share)</b>
Restricted circulating shares (A shares)	8,793,900	(4,328,702)	4,465,198
Unrestricted circulating shares (A shares)	700,369,712	4,328,702	704,698,414
H shares	<u>655,069,178</u>	<u>0</u>	<u>655,069,178</u>
Total shares	<u><u>1,364,232,790</u></u>	<u><u>0</u></u>	<u><u>1,364,232,790</u></u>

By order of the Board  
**Tsingtao Brewery Company Limited**  
**ZHANG Rui Xiang**  
*Company Secretary*

Qingdao, the PRC  
18 July 2023

*Directors of the Company as at the date of this announcement are:*

*Executive Directors:* *Mr. HUANG Ke Xing (Chairman), Mr. JIANG Zong Xiang, Mr. WANG Rui Yong, Mr. HOU Qiu Yan*

*Independent Non-executive Directors:* *Mr. XIAO Geng, Mr. SHENG Lei Ming, Mr. JIANG Xing Lu, Ms. Rania ZHANG and Mr. SONG Xue Bao*