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**Dida Inc.**

**嘀嗒出行\***

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

**(Stock Code: 02559)**

## **GRANT OF RESTRICTED SHARE UNITS UNDER THE POST-IPO RSU SCHEME**

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

The board of Directors (the “**Board**”) of Dida Inc. (“the **Company**”) announces that on April 22, 2025 (the “**Grant Date**”), the Company granted a total of 11,000,000 restricted share units (the “**RSUs**”), representing a total of 11,000,000 ordinary shares (the “**Share(s)**”) of the Company with a par value of US\$0.0001 per Share, to 94 grantees (the “**Grantee(s)**”) under the Company’s Post-IPO RSU Scheme (the “**Post-IPO RSU Scheme**”) adopted on March 31, 2023 and amended on June 13, 2024 (the “**RSU Grants**”), subject to acceptance of the Grantees.

The details of the RSUs granted are set out below:

|                                                       |                                                                                                                                                                                                                                                                                                   |
|-------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Grant Date:</b>                                    | April 22, 2025                                                                                                                                                                                                                                                                                    |
| <b>Grantees and number of RSUs granted:</b>           | (i) Mr. Duan Jianbo (“ <b>Mr. Duan</b> ”), an executive Director and chief technology officer of the Company, 1,000,000 RSUs, representing 1,000,000 underlying Shares; and<br><br>(ii) 93 other employee(s) of the Company, 10,000,000 RSUs, representing 10,000,000 underlying Shares in total. |
| <b>Purchase price for the Grant of RSUs:</b>          | Nil                                                                                                                                                                                                                                                                                               |
| <b>Closing price of the Shares on the Grant Date:</b> | HK\$1.07 per Share                                                                                                                                                                                                                                                                                |

\* For identification purposes only

**Vesting schedule  
of the RSUs:**

RSUs granted to Mr. Duan shall vest in four equal tranches. The first tranche of 1/4 of the RSUs granted shall vest on the Grant Date and the rest at the end of each subsequent calendar quarter end, respectively.

All other RSUs granted shall vest in 16 equal tranches. The first tranche of 1/16 of the RSUs granted shall vest on the Grant Date and the rest at the end of each subsequent calendar quarter end, respectively.

In respect of the RSU Grants, as the RSUs granted to the Grantees are approved on a later date along with other grants for the convenience of administration, the period between the grant date and certain vesting date is less than 12 months to reflect the time for which the RSUs would have been granted. The total vesting and holding period of the RSU Grants is no less than 12 months. Based on the foregoing, the remuneration committee of the Company (the “**Remuneration Committee**”) is of the view that the shorter period for the vesting aligns with the purpose of the Post-IPO RSU Scheme.

**Exercise period  
of the RSUs:**

Effective within 10 years from the Grant Date.

**Performance target:**

There is no performance target attached to the RSUs granted.

In respect of the RSU Grants, as (i) the Grantees have joined the Group for a relatively long period and are considered to have shown satisfactory work performance and (ii) such RSU Grants are to incentivize them for their past experience and contributions, the Remuneration Committee is of the view that it is not necessary to set performance targets for the Grantees and such arrangement aligns with the purpose of the Post-IPO RSU Scheme.

**Clawback mechanism:**

The unvested RSUs granted to Grantees will lapse if the Grantee ceases to be an eligible person by reason of death or incapacitation, unemployed or cessation of being a Director for any reason, or making any attempt to create any interest in favor of any other person over the RSUs granted to him. In addition, the Company may also retrieve and claim back from the Grantee all the benefits from the unvested and non-exercised RSUs granted to him/her if, among others, (i) the Grantee has any material misconducts, in bankruptcy or violates any laws and regulations, (ii) the Grantee breaches his/her non-competitions or non-solicitations or confidentiality undertakings. See “Appendix IV- Statutory and General Information” in the Company’s prospectus dated June 20, 2024 for more information.

**Financial assistance:** There are no arrangements for the RSU Grants to provide any financial assistance to the Grantees to facilitate the purchase of Shares under the Post-IPO RSU Scheme.

Pursuant to Rule 17.04(1) of the Listing Rules and the terms of the Post-IPO RSU Scheme, the grant of RSUs to any Director, chief executive or substantial shareholder of the Company or any of their respective associates must be approved by the independent non-executive Directors. Accordingly, the RSUs conditionally granted to Mr. Duan have been reviewed and approved by the independent non-executive Directors.

Except for the RSUs that are granted to Mr. Duan, to the best of the Directors' knowledge, information and belief, having made all reasonable enquiry, none of the other Grantees is (i) a Director, nor a chief executive, or a substantial shareholder of the Company, or an associate of any of them; (ii) 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 (iii) 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.

## **REASONS FOR AND BENEFIT OF THE RSU GRANTS**

The Board considers that the purpose of the RSU Grants is to (i) recognize the contributions made to the Company by the Grantees; (ii) motivate, encourage and retain the Grantees to make contributions to the continual operation, development and long-term growth of the Company; and (iii) closely align the interests of the shareholders, the Company and the Grantees. The grant aims to secure employees' long-term support and commitment to the Company which are vital to the future development of the Company. The Company believes that the RSU Grants serve as an important incentive to motivate them to bring a higher return to the Company and as a reward to the past contributions made by such Director, senior management and employees to the business development and financing of the Company.

## **NUMBER OF SHARES AVAILABLE FOR FUTURE GRANT**

The maximum number of Shares that may be issued under the Post-IPO RSU Scheme shall not exceed 99,397,985 Shares. As of the date of this announcement and after the RSU Grants, 88,397,985 Shares are available for future grant under the aforementioned scheme limit.

By Order of the Board  
**Dida Inc.**  
**SONG Zhongjie**  
*Chairman of the Board, chief executive officer  
and executive Director*

Hong Kong, April 22, 2025

*As at the date of this announcement, the Board comprises Mr. SONG Zhongjie, Mr. LI Jinlong, Mr. ZHU Min, Mr. DUAN Jianbo and Mr. LI Yuejun as executive Directors; Mr. LI Bin as a non-executive Director; Mr. LI Feng, Mr. LI Jian and Ms. WU Wenjie as independent non-executive Directors.*