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Zylox-Tonbridge Medical Technology Co., Ltd.
歸創通橋醫療科技股份有限公司
(A joint stock company incorporated in the People's Republic of China with limited liability)
(Stock Code: 2190)

GRANT OF RSUS PURSUANT TO THE 2025 SHARE INCENTIVE SCHEME

References are made to the announcement in relation to the proposed adoption of the Share Incentive Scheme dated August 19, 2025 and the poll results of the EGM dated October 24, 2025 (collectively, the "**Announcements**") and the circular (the "**Circular**") dated October 8, 2025 of Zylox-Tonbridge Medical Technology Co., Ltd. (the "**Company**"), in relation to, among others, the adoption of the Share Incentive Scheme and the Conditional Grants. Unless the context otherwise requires, capitalized terms used in this announcement shall have the same meanings as those defined in the Announcements and the Circular.

The Company granted a total of 13,950,000 RSUs to the Selected Participants (the "**Grants**"). Details of the Grants are set out as below:

Date of grant ("**Grant Date**")	:	October 24, 2025
Grantees	:	44 grantees (including three Directors, two Supervisors and 39 other employees of the Company).
Number of H Shares underlying the RSUs	:	13,950,000 RSUs, among which: (i) 3,600,000 RSUs were granted to Dr. Jonathon Zhong Zhao ("**Dr. Zhao**"), an executive Director; (ii) 1,800,000 RSUs were granted to Mr. Yang Xie ("**Mr. Xie**"), an executive Director; (iii) 1,800,000 RSUs were granted to Dr. Zheng Li ("**Dr. Li**"), an executive Director;

(iv) 30,000 RSUs were granted to Ms. Hongbo Wang ("**Ms. Wang**"), a Supervisor;

(v) 40,000 RSUs were granted to Mr. Changan Ma ("**Mr. Ma**"), a Supervisor; and

(vi) 6,680,000 RSUs were granted to 39 employees of the Company.

Purchase price	:	HK$20.00 per H Share
Closing price of the H Shares on the Grant Date	:	HK$23.08 per Share
Performance targets	:	The performance targets for each vesting period to the RSUs is as below:

(i) In the First Vesting Period, based on the revenue for the year ended December 31, 2024, the growth rate of the revenue for the year ending December 31, 2025 shall be no less than 35%;

(ii) In the Second Vesting Period, based on the revenue for the year ended December 31, 2024, the growth rate of the revenue for the year ending December 31, 2026 shall be no less than 75%; and

(iii) In the Third Vesting Period, based on the revenue for the year ended December 31, 2024, the growth rate of the revenue for the year ending December 31, 2027 shall be no less than 125%.

If the Company fails to meet the performance targets for the relevant vesting period, all RSUs to the relevant vesting period shall be cancelled.

Vesting period of the RSUs	:	The RSUs will be vested in three tranches: (i) 30% of these RSUs will be vested on or after March 31, 2026 (the "**First Vesting Period**"); (ii) 30% of these RSUs will be vested on or after March 31, 2027 (the "**Second Vesting Period**"); and (iii) 40% of these RSUs will be vested on or after March 31, 2028 (the "**Third Vesting Period**"). Performance-based vesting conditions had been imposed on the all the grantees of the grants with respect to such RSUs. Such performance targets comprise a mixture of attaining satisfactory key performance indicators (including performance targets as set out below). In view of these performance targets, which fall within the specific circumstances in which vesting period shorter than 12 months is permitted under the Share Incentive Scheme, the Board and the Remuneration Committee are of the view that the vesting period for such RSUs is appropriate and in line with the purposes of the Share Incentive Scheme.
Clawback mechanism	:	The RSUs granted will be subject to the clawback mechanism as set out in the Share Incentive Scheme and grant letters of RSUs as determined by the Board, including the lapse of RSUs upon cessation of employment of grantees under the Grant and the cancellation of RSUs at the discretion of the Board.

Reasons for and Benefits of the Grants

The Board believes that the Conditional Grants can serve to incentivize Dr. Zhao, Mr. Xie and Dr. Li for their respective contribution to the Company, to motivate and retain them to strive for the future development and expansion of the Company by providing Dr. Zhao, Mr. Xie and Dr. Li with the opportunity to own equity interests in the Company and aligning their interest with those of the Shareholders' interest of the Company. The Grants also retain and attract outstanding talents, with a view to enhancing the Company's market competitiveness and sustainable development capabilities. Therefore, it is of the view of the Board and the Remuneration Committee that the Conditional Grants are in line with the purposes of the Share Incentive Scheme. The Board and the Remuneration Committee also consider that the Conditional Grants are in line with the remuneration policy of the Company, taking into account the following factors: (i) the achievements made by the Company through the leadership of Dr. Zhao, Mr. Xie and Dr. Li and their significant

contributions to the Company in realizing multiple key milestones in the operational and financial results; and (ii) the number of RSUs underlying the Conditional Grants reflects the value and benefits to the Company considering their roles and contributions to the strategic and sustainable development of the Group.

To the best knowledge, information and belief of the Directors, having made all reasonable enquiries, (i) no financial assistance has been provided by the Group to the grantees under the Grants for the acceptance of RSUs or purchase of RSUs under the Share Incentive Scheme; (ii) save for Dr. Zhao, Mr. Xie, Dr. Li, Ms. Wang and Mr. Ma, none of the grantees under the Grants is a Director, Supervisor, chief executive or substantial shareholder of the Company or an associate (as defined under the Listing Rules) of any of them; (iii) none of the grantees under the Grants is a Related Entity Participant or Service Provider Participant; and (iv) save for Dr. Zhao, none of the grantees under the Grants is a participant with RSUs granted and to be granted exceeding the 1% individual limit under the Listing Rules.

Subsequent to the Grants, the number of H Shares available for future grants under the Share Incentive Scheme shall be 17,816,648 H Shares, among which, the number of H Shares available for future grant under the Service Provider Sublimit of the Share Incentive Scheme is 3,237,858 H Shares.

Listing Rules Implication

Pursuant to Rules 17.04(2) and 17.04(4) of the Listing Rules, as the Conditional Grants resulted in the Shares issued and to be issued in respect of all awards granted (excluding any awards lapsed in accordance with the terms (excluding Treasury Shares) of the relevant share schemes) to each of Dr. Zhao, Mr. Xie and Dr. Li in the 12-month period up to and including the date of this announcement representing in aggregate over 0.1% of the shares of the Company in issue, each of the Conditional Grants is subject to approval by the shareholders of the Company.

On October 24, 2025, the Conditional Grants have been approved by the Shareholders at the EGM, where Dr. Zhao, Mr. Xie and Dr. Li and their respective associates and all other core connected persons of the Company, have abstained from voting in favor on the relevant resolution(s) at the EGM pursuant to the Listing Rules.

By order of the Board
Zylox-Tonbridge Medical Technology Co., Ltd.
Dr. Jonathon Zhong Zhao
Chairman and Executive Director

Hong Kong, October 24, 2025

As of the date of this announcement, the Board comprises Dr. Jonathon Zhong Zhao, Mr. Yang Xie and Dr. Zheng Li as executive Directors, Dr. Steven Dasong Wang and Mr. Dongfang Li as non-executive Directors, and Dr. Jian Ji, Ms. Yun Qiu and Dr. Xiang Qian as independent non-executive Directors.