Hong Kong Exchanges and Clearing Limited and The Stock Exchange of Hong Kong Limited take no responsibility for the contents of this announcement, make no representation as to its accuracy or completeness and expressly disclaim any liability whatsoever for any loss howsoever arising from or in reliance upon the whole or any part of the contents of this announcement.

Hong Kong Robotics Group Holding Limited
港仔機器人集團控股有限公司

(Incorporated in Bermuda with limited liability)

(Stock Code: 370)

SUPPLEMENTAL ANNOUNCEMENT – GRANT OF AWARDED SHARES

Reference is made to the announcement of Hong Kong Robotics Group Holdings Limited (the "**Company**", together with its subsidiaries, the "**Group**") dated 27 October 2025 in relation to the Grant of Award Shares (the "**Grant Announcement**"). Unless otherwise specified, defined terms used in this announcement shall have the same means as those defined in the Grant Announcement.

The Company is making this announcement to provide the following supplemental information with respect to the Award Grant to Mr. Qiu:

(i) Award Grant is consistent with the terms of the share award scheme adopted in the Circular. The Company considers that the Award Grant falls within the circumstances described in paragraphs 9.3(d) and 9.3(f) on page 41 of the Circular:

- Paragraph 9.3(d): The Award Grant will vest in two equal tranches (50% six months from the date of grant and the remaining 50% twelve months from the date of grant), representing a vesting schedule with evenly sized tranches over a twelve-month period, in line with the requirements of paragraph 9.3(d).

- Paragraph 9.3(f): The vesting period covers the day falling on twelve months from the date of grant, therefore resulting in a total vesting period that is, in effect, more than twelve months (by one day) from the date of grant, consistent with paragraph 9.3(f).

(ii) The performance targets (which will be determined by the Board based on the prevailing circumstances and how Mr. Qiu is able to demonstrate benefits brought to the Group) specific to Mr. Qiu are as follows:

Financial and Strategic Investor Engagement: Leveraging Mr. Qiu's experience and network from his previous senior roles in Hong Kong listed companies (including in particular certain companies in the CITIC group as disclosed in his appointment announcement of the Company dated 23 September 2025), the Company expects him to introduce institutional investors to the Company. Key performance indicators currently contemplated include:

- The quality of meaningful engagements (e.g., in-person meetings, diligence calls, or other sessions that advance discussions beyond initial contact).

- The profile and compatibility of potential investors (e.g., reputable institutions, track record, sector relevance, investment horizon, and alignment with the Company's objectives).

- The potential for cooperation (e.g., concrete follow-ups, expressions of interest, diligence requests, or initiation of mandate/term sheet discussions).

Hospitality Industry Engagement: Mr. Qiu is also expected to leverage his industry connections to facilitate introductions, initiate discussions, and foster relationships with hospitality-related organizations and businesses. The objective is to identify and pursue opportunities for the Group to deploy and demonstrate its robotics solutions in the daily management and operations of hotels and related businesses. Key performance indicators currently contemplated include:

- The number and quality of meaningful engagements and touch points established with hospitality-related organizations and businesses.

- The depth and substance of these engagements, including whether they may lead to pilot projects, collaborative initiatives, or formal evaluations of the Group's robotics solutions.

- The opportunities created for the Group to showcase and promote its capabilities to a wider audience within the hospitality industry.

- The potential conversion of these opportunities into tangible business outcomes, such as generating potential customers, securing large orders, or entering into strategic partnerships for the deployment of robotics solutions in hotel management or related operations.

(iii) The Remuneration Committee determined that it is appropriate to retain flexibility to assess Mr. Qiu's performance at each vesting interval. This is because it is not practicable to set prescriptive and quantitative targets for Mr. Qiu's expected contributions in "Financial and Strategic Investor Engagement" and "Hospitality Industry Engagement" as discussed above. The nature of these responsibilities is inherently dynamic, may not yield immediate or directly quantifiable outcomes, and is more appropriately evaluated in light of prevailing circumstances at the relevant time. Accordingly, at each vesting interval, the Remuneration Committee will consider the context then facing the Group and assess Mr. Qiu's contribution against the frameworks as discussed above.

(iv) The Remuneration Committee therefore considers that fixed performance targets are not appropriate for the Award Grant to Mr. Qiu. While the Remuneration Committee expects Mr. Qiu to deliver contributions specifically in "Financial and Strategic Investor Engagement" and "Hospitality Industry Engagement", the Award Grant is also a recognition of his pivotal role and responsibilities in steering the management and strategic development of the Group generally as non-executive Director and deputy chairman of the Board. The flexible performance targets are in addition to the time-vesting and safeguard the interest of the Company in ensuring the vesting will only take place if the Remuneration Committee is satisfied as to Mr. Qiu's contribution as assessed at the relevant time. The value of the Share Grant is also linked to the future share price and performance of the Company, which motivates Mr. Qiu to work towards enhancing the value of the Group and for the benefit of the Company and its shareholders. As a whole, the Remuneration Committee is of the view that the Award Grant to Mr. Qiu is in line with the stated purpose of the Share Award Scheme.

This announcement is supplemental to, and should be read in conjunction with, the Grant Announcement. All other information and content set out in the Grant Announcement remains unchanged.

By Order of the Board
Hong Kong Robotics Group Holding Limited
Mr. Li Haitao
Executive Director

Hong Kong, 25 November 2025

As at the date of this announcement, the Board comprises two non-executive Directors, namely, Mr. Li Mengzhe (Chairman) and Mr. Qiu Yiyong (Deputy Chairman), two executive Directors, namely, Ms. Wang Yingqian (Deputy Chairman) and Mr. Li Haitao (Chief Executive Officer), and three independent non-executive Directors, namely, Mr. Liu Tonghui, Ms. Yin Meiqun and Mr. Ye Jianmu.