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Virtual Mind Holding Company Limited
天機控股有限公司

(incorporated in the Cayman Islands with limited liability)

(Stock Code: 1520)

SUPPLEMENTAL ANNOUNCEMENT RELATING TO GRANTS OF AWARD SHARES PURSUANT TO THE SHARE AWARD SCHEME

Reference is made to the announcement of Virtual Mind Holding Company Limited (the "**Company**") dated 12 November 2025 relating to the Grants (the "**Announcement**"). Unless otherwise defined, capitalized terms used herein shall bear the same meanings as those defined in the Announcement.

The Board would like to provide further information in relation to the performance targets and the clawback mechanism under the Grants:

Performance Targets

All 4,000,000 Award Shares shall be vested upon the achievement of certain performance targets as set out in the relevant offer letter, including various milestone achievements of fund raising, new businesses and partnership engagement or collaboration as well as serve the Group for more than one year.

Clawback Mechanism

If the respective Grantee damages the Company's interests or reputation by violating the laws, breaching professional ethics, disclosing company secrets, or engaging in negligence or dereliction of duty, any Award Shares granted to the Grantee will be immediately clawed back.

By order of the Board
Virtual Mind Holding Company Limited
Mei Weiyi
Chairman and Executive Director

Hong Kong, 25 November 2025

As at the date of this announcement, the executive Directors are Mr. Mei Weiyi, Mr. Li Yang, Ms. Tin Yat Yu Carol and Mr. Wong Wai Kai Richard; the non-executive Directors are Mr. Zheng Kaixin and Ms. Kot Mui; and the independent non-executive Directors are Mr. Tang Shu Pui Simon, Mr. Hon Ming Sang and Mr. Cheung Pak To, BBS.