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LAUNCH

深圳市元征科技股份有限公司

LAUNCH TECH COMPANY LIMITED*

(a joint stock limited company incorporated in the People's Republic of China with limited liability)

(Stock Code: 2488)

ANNOUNCEMENT
EMPLOYEE DIRECTOR'S REMUNERATION

Reference is made to the announcement of Launch Tech Company Limited (the "**Company**") dated 17 December 2025 (the "**Announcement**"), in relation to the election of employee director. Unless otherwise defined, capitalised terms used herein shall have the same meanings as those defined in the Announcement.

The board of directors (the "**Board**"), for the term of office for Mr. Liu Guozhu ("**Mr. Liu**") elected as an employee Director of the Board of the Company taking effect immediately and being terminated on the ending this session of the Board at the employee representative meeting of the Company convened on 17 December 2025, hereby announces that Mr. Liu's remuneration for his services as an employee Director is nil and he will receive remuneration in accordance with his management positions in the Company. His actual remuneration will be disclosed in the Company's annual report, which is determined by the Board with reference to the recommendation from the remuneration committee of the Board, having taken into account Mr. Liu's duties and responsibilities with the Company and the prevailing market conditions.

By Order of the Board
Launch Tech Company Limited
Liu Chun Ming
Company Secretary

Shenzhen, the PRC, 18 December 2025

As at the date of this announcement, the Board of the Company comprises Mr. Liu Xin (Chairman), Ms. Huang Zhao Huan and Mr. Jiang Shiwen as executive Directors, Mr. Liu Guozhu as employee Director, Mr. Peng Jian as non-executive Director, and Ms. Zhang Yanxiao, Mr. Bin Zhichao and Ms. He Xujin as independent non-executive Directors.

* *For identification purpose only*