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INSPUR DIGITAL ENTERPRISE TECHNOLOGY LIMITED
浪潮數字企業技術有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock code: 596)

GRANT OF SHARE OPTIONS

The Board announces that the Company offered to grant Options to selected grantees to subscribe for a total of 26,800,000 Shares under the Share Option Scheme, subject to the acceptance by the Grantees and payment of HK$1.00 by each Grantee upon acceptance of the Options.

This announcement is made pursuant to Rule 17.06A of the Rules (the "**Listing Rules**") Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "**Stock Exchange**").

GRANT OF SHARE OPTIONS

The board (the "**Board**") of directors (the "**Directors**") of Inspur Digital Enterprise Technology Limited (the "**Company**", together with its subsidiaries as the "**Group**") hereby announces that, on 18 December 2025, the Company offered to grant share options (the "**Option(s)**") to selected grantees (the "**Grantee(s)**") to subscribe for a total of 26,800,000 ordinary shares of HK$0.01 each ("**Share(s)**") in the share capital of the Company, which shall be satisfied by the issue of new Shares or transfer of treasury Shares of the Company under the share option scheme (the "**Share Option Scheme**") adopted by the Company on 23 November 2018, subject to the acceptance by the Grantees and payment of HK$1.00 by each Grantee upon acceptance of the Options.

Details of the Options granted are set out below:

Date of grant:	18 December 2025 (the "**Date of Grant**")

Exercise price of Options granted:	HK$6.59 per Share, representing the highest of (i) the closing price of HK$6.46 per Share as quoted in the daily quotation sheet of the Stock Exchange on the Date of Grant; (ii) the average closing price of approximately HK$6.59 per Share as quoted in the Stock Exchange's daily quotation sheets for the five business days immediately preceding the Date of Grant; and (iii) the nominal value of the Share (being HK$0.01 per Share)
Total number of Options granted:	26,800,000 Options (each Option entitling the holder thereof to subscribe for 1 Share)
Validity period of the Options granted:	The Options are valid for a period of 60 months from 18 December 2025 to 17 December 2030 (both days inclusive)
Consideration for the grant:	HK$1.00 to be paid by each Grantee upon acceptance of the Options
Vesting Schedule of the Options:	The details of the vesting schedule for the Grantees are as follows: (i) Batch 1: Subject to the fulfilment of the Performance Targets (as defined hereinbelow), up to 40% of the Options granted to each Grantee shall be vested and exercisable commencing from 18 December 2027 to 17 December 2028; (ii) Batch 2: Subject to the fulfilment of the Performance Targets (as defined hereinbelow), up to 30% of the Options granted to each Grantee shall be vested and exercisable commencing from 18 December 2028 to 17 December 2029; and (iii) Batch 3: Subject to the fulfilment of the Performance Targets (as defined hereinbelow), up to 30% of the Options granted to each Grantee shall be vested and exercisable commencing from 18 December 2029 to 17 December 2030.

Performance targets:

The vesting and exercise of the Options are conditional upon the achievement of the following performance targets determined by the Board at its absolute discretion (the "**Performance Targets**") by the Grantees during the respective exercise periods of the Options contemplated above.

A. Company Level Performance Assessment Targets

Batch 1:

1. Based on the average net profit from 2022—2024, the net profit growth rate in 2026 shall not be less than 100%, and shall not be lower than the industry average level or the 80th percentile level of benchmark enterprises.

2. The return on equity (ROE) in 2026 shall not be less than 15.7%, and shall not be lower than the industry average level or the 80th percentile level of benchmark enterprises.

Batch 2:

1. Based on the average net profit from 2022—2024, the net profit growth rate in 2027 shall not be less than 120%, and shall not be lower than the industry average level or the 80th percentile level of benchmark enterprises.

2. The return on equity (ROE) in 2027 shall not be less than 15.9%, and shall not be lower than the industry average level or the 80th percentile level of benchmark enterprises.

Batch 3:

1. Based on the average net profit from 2022—2024, the net profit growth rate in 2028 shall not be less than 140%, and shall not be lower than the industry average level or the 80th percentile level of benchmark enterprises.

2. The return on equity (ROE) in 2028 shall not be less than 16.1%, and shall not be lower than the industry average level or the 80th percentile level of benchmark enterprises.

The benchmark enterprises shall comprise a list of companies listed in Hong Kong, Shanghai and Shenzhen in the software and information technology service industry, with comparable financial performance, to be determined by the Board's absolute discretion.

B. Individual Level Performance Assessment Targets

For each of the corresponding assessment year, the individual performance evaluation results shall meet the following requirements:

1. Senior management personnel must achieve performance ratings of Excellent or Competent.

2. General management personnel and core key staff must achieve performance ratings of S, A, B+ or B.

Subject to the Listing Rules and the Share Option Scheme, the Board reserves the rights to adjust the Performance Targets and conditions required to be achieved by each Grantee prior to the vesting of and the exercise of the Options at its absolute discretion.

Lapse and Clawback Mechanism:	If a Grantee does not achieve the Performance Targets during the respective exercise periods of the Options contemplated above, such outstanding Options granted but not yet vested will immediately and automatically lapse in proportion to the exercisable Options for such Grantee during each exercise period of the Options contemplated above. Further, in the event of the Grantee cease to be an eligible participant under the Share Option Scheme, such outstanding Options granted but not yet vested will also lapse. In the event of the material breach of the terms of grant by the Grantee, including the breach of non-competition restrictions, such Options and/or the related benefits vested in the Grantee shall be clawed back by the Company.

Of the above Options granted, none of the Options were granted to Directors or chief executives (as defined in the Listing Rules) of the Company which was required to be reviewed and approved by the independent non-executive Directors pursuant to Rule 17.04(1) of the Listing Rules. All of the 26,800,000 Options were granted to a total of 477 employees of the Group, being core key personnels of the Group.

Further, none of the Grantees is a director, chief executive or substantial shareholder of the Company or any of their respective associates (as defined in the Listing Rules).

The purposes of the granting of Options are to retain, incentivise and reward the Grantees for their continuing commitment and contribution towards the sustainable growth of the Group by providing them with an opportunity to invest in the Company, and in turn, motivating the Grantees to work towards enhancing the long-term value of the Company and its Shares by aligning their interests with the benefits of the Company.

By order of the Board
Inspur Digital Enterprise Technology Limited
Zhao Zhen
Chairman

Hong Kong, 18 December 2025

As at the date of this announcement, the Board comprised Mr. Zhao Zhen, Mr. Wang Yusen and Mr. Cui Hongzhi as executive Directors; Ms. Li Chunxiang as non-executive Director, and Mr. Wong Lit Chor, Alexis, Ms. Zhang Ruijun and Mr. Ding Xiangqian as independent non-executive Directors.