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.

綠色動力
DYNAGREEN

綠色動力環保集團股份有限公司
Dynagreen Environmental Protection Group Co., Ltd.*

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

(Stock Code: 1330)

ANNOUNCEMENT ON RESULTS OF THE FIRST GRANT AND RESERVED GRANT (FIRST BATCH) UNDER THE RESTRICTED A SHARE INCENTIVE SCHEME

References are made to the circular of Dynagreen Environmental Protection Group Co., Ltd.* (綠色動力環保集團股份有限公司) (the "**Company**") dated 31 October 2025, the announcement of the Company on poll results of extraordinary general meeting dated 19 November 2025 and the announcement of the Company dated 2 December 2025 in relation to adjustments to the restricted share incentive scheme and grant of restricted shares to incentive participants.

GRANT OF RESTRICTED SHARES

I. Actual details of the first grant are as follows:

1. First grant date: 2 December 2025

2. First grant price: RMB2.95 per share

3. Source of shares: ordinary A shares to be issued by the Company to the incentive participants

4. Closing price of A shares: RMB6.93 per A share on the date of the first grant

5. Incentive participants and number of restricted shares under the first grant:

No.	Name	Position	Number of the restricted shares *(0'000 shares)*	Percentage to the total number granted	Percentage to the total share capital of the Company
1	Hu Shengyong	Director	65	1.6109%	0.0466%
2	Xi Qiang	Deputy General Manager	65	1.6109%	0.0466%
3	Hao Jingli	Deputy General Manager	65	1.6109%	0.0466%
4	Zhang Yong	Deputy General Manager	65	1.6109%	0.0466%
5	Huang Jianzhong	Deputy General Manager	65	1.6109%	0.0466%
6	Zhu Shuguang	Deputy General Manager and Secretary to the Board	65	1.6109%	0.0466%
7	Zhang Wei	Chief engineer	65	1.6109%	0.0466%
8	Yi Zhiyong	Chief Financial Officer	65	1.6109%	0.0466%
9	Liu Lin	Assistant to general manager	65	1.6109%	0.0466%
10	Pi Siwei	General counsel and safety director	65	1.6109%	0.0466%
Core managerial, technical and business personnel (178 people)			2,927	72.5403%	2.1005%
Total under the first grant (188 people)			**3,577**	**88.6493%**	**2.5670%**

Notes:

(1) None of the incentive participants under the restricted share incentive scheme has participated in two or more equity incentive schemes of the Company.

(2) None of the incentive participants is a substantial shareholder holding more than 5% of the equity interest in the Company or the de facto controller and their spouses, parents and children.

(3) The number of A shares granted to any of the above incentive participants through all valid equity incentive schemes does not exceed 1% of total share capital (excluding the treasury shares, if any) of the Company. The total number of underlying A shares in relation to all incentive schemes of the Company in force shall not exceed 10% of total share capital (excluding the treasury shares, if any) of the Company at the time of submission of the equity incentive scheme to the general meeting.

(4) Any discrepancies between the last digits of the total number and those of the sum of individual items in the above table are due to rounding.

6. Explanations on the differences between the number of restricted shares actually granted and the number of restricted shares proposed to be granted:

   Upon determination of the grant date of the restricted share incentive scheme by the board of directors of the Company, during the payment period for the subscription of restricted shares, 1 incentive participant waived the subscription due to personal reasons, and 3 incentive participants reduced the number of shares to be subscribed for personal reasons, involving a total of 270,000 shares. Therefore, the actual number of incentive participants under the first grant of the restricted share incentive scheme was adjusted from 189 to 188, and the actual number of restricted shares under the first grant was adjusted from 36,040,000 shares to 35,770,000 shares.

II. Actual details of the reserved grant (first batch) are as follows:

1. Reserved grant date (first batch): 2 December 2025

2. Reserved grant price (first batch): RMB3.56 per share

3. Source of shares: ordinary A shares to be issued by the Company to the incentive participants

4. Closing price of A shares: RMB6.93 per A share on the date of the reserved grant (first batch)

5. Incentive participants and number of restricted shares under the reserved grant (first batch):

Name	**Position**	**Number of the restricted shares** *(0'000 shares)*	**Percentage to the total number granted**	**Percentage to the total share capital of the Company**
Cheng Suning	Chairman of the board of directors	100	2.4783%	0.0718%
Core managerial, technical and business personnel (2 people)		36	0.8922%	0.0258%
Total (3 people)		**136**	**3.3705%**	**0.0976%**

Notes:

(1) None of the incentive participants under the restricted share incentive scheme has participated in two or more equity incentive schemes of the Company.

(2) The above incentive participants are not in the list of incentive participants under the first grant.

(3) None of the incentive participants is a substantial shareholder holding more than 5% of the equity interest in the Company or the de facto controller and their spouses, parents and children.

(4) The number of A shares granted to any of the above incentive participants through all valid equity incentive schemes does not exceed 1% of total share capital (excluding the treasury shares, if any) of the Company. The total number of underlying A shares in relation to all incentive schemes of the Company in force shall not exceed 10% of total share capital (excluding the treasury shares, if any) of the Company at the time of submission of the equity incentive scheme to the general meeting.

(5) Any discrepancies between the last digits of the total number and those of the sum of individual items in the above table are due to rounding.

VALIDITY PERIOD, LOCK-UP PERIOD AND UNLOCKING ARRANGEMENT

The validity period of the restricted share incentive scheme shall commence from the date on which the scheme is approved by the general meeting of the Company and end on the date on which all the restricted shares granted to the incentive participants are unlocked or repurchased and cancelled, which shall not exceed 72 months.

The lock-up period of the restricted shares granted under the restricted share incentive scheme shall be 24 months, 36 months and 48 months respectively from the date of registration of the equity under the grant. The restricted shares granted to the incentive participants under the restricted share incentive scheme shall not be transferred, used for guarantee or repayment of debts during the lock-up period.

The unlocking periods and unlocking schedule for each period for the restricted shares granted under the scheme are set out in the table below (including the reserved portion):

Unlocking arrangement	Unlocking schedule	Unlocking proportion
First unlocking period of the first grant and the reserved grant	Commencing from the first trading day after expiry of the 24-month period from the date of completion of registration of the restricted shares and ending on the last trading day of the 36-month period from the date of completion of registration of the restricted shares.	33%
Second unlocking period of the first grant and the reserved grant	Commencing from the first trading day after expiry of the 36-month period from the date of completion of registration of the restricted shares and ending on the last trading day of the 48-month period from the date of completion of registration of the restricted shares.	33%
Third unlocking period of the first grant and the reserved grant	Commencing from the first trading day after expiry of the 48-month period from the date of completion of registration of the restricted shares and ending on the last trading day of the 60-month period from the date of completion of registration of the restricted shares.	34%

For restricted shares which have not been applied for unlocking or which cannot be applied for unlocking due to failure to meet the unlocking conditions during the aforesaid agreed periods, the Company will repurchase and cancel the corresponding restricted shares not yet unlocked from relevant incentive participants in accordance with the principles of the restricted share incentive scheme.

The shares obtained by the incentive participants by way of grant of the restricted shares arising from capitalization issue, bonus issue and share subdivision shall also be subject to lock-up restriction, and shall not be sold in the secondary market or otherwise transferred. The unlocking periods of such shares shall be the same as those of the restricted shares. Where the Company repurchases the restricted shares not yet unlocked, such shares shall be repurchased altogether.

The performance appraisal for unlocking the restricted shares granted under the restricted share incentive scheme is as follows:

1. Performance appraisal requirements at company level

   The appraisal year for unlocking of the restricted shares granted under of the restricted share incentive scheme covers three accounting years from 2026 to 2028, and an appraisal will be carried out every accounting year.

   The performance appraisal at company level for unlocking of the restricted shares granted under the restricted share incentive scheme is shown in the following table:

Unlocking period	**Performance appraisal trigger value**	**Performance appraisal target value**
The first unlocking period under the first grant and reserved grant	1. Based on the net profit in 2023, the growth rate of net profit in 2026 shall not be less than 80% of the target value, i.e. not less than 12%, and the net profit shall not be less than RMB692 million; 2. The return on equity in 2026 shall not be less than 80% of the target value; The first two indicators are not lower than the 75th percentile of the benchmarked enterprises; 3. Net cash flows from operating activities in 2026 shall not be less than 80% of the target value; 4. The steam supply volume in 2026 shall not be less than 80% of the target value;	1. Based on the net profit in 2023, the growth rate of net profit in 2026 shall not be less than 15%, i.e. the net profit shall not be less than RMB711 million; 2. The return on equity in 2026 shall not be less than 8.2%; The first two indicators are not lower than the 75th percentile of the benchmarked enterprises; 3. Net cash flows from operating activities in 2026 shall not be less than RMB1,144 million; 4. The steam supply volume in 2026 shall not be less than 492,900 tons;

Unlocking period	Performance appraisal trigger value	Performance appraisal target value
	5. In 2026, the number of digital and intelligent technology application projects will increase by one.	5. In 2026, the number of digital and intelligent technology application projects will increase by one.
The second unlocking period under the first grant and reserved grant	1. Based on the net profit in 2023, the growth rate of net profit in 2027 shall not be less than 80% of the target value, i.e. not less than 16%, and the net profit shall not be less than RMB717 million;	1. Based on the net profit in 2023, the growth rate of net profit in 2027 shall not be less than 20%, i.e. the net profit shall not be less than RMB742 million;
	2. The return on equity in 2027 shall not be less than 80% of the target value; The first two indicators are not lower than the 75th percentile of the benchmarked enterprises;	2. The return on equity in 2027 shall not be less than 8.2%; The first two indicators are not lower than the 75th percentile of the benchmarked enterprises;
	3. Net cash flows from operating activities in 2027 shall not be less than 80% of the target value;	3. Net cash flows from operating activities in 2027 shall not be less than RMB1,193 million;
	4. The steam supply volume in 2027 shall not be less than 80% of the target value;	4. The steam supply volume in 2027 shall not be less than 514,300 tons;
	5. In 2027, the number of digital and intelligent technology application projects will increase by two.	5. In 2027, the number of digital and intelligent technology application projects will increase by two.

Unlocking period	Performance appraisal trigger value	Performance appraisal target value
The third unlocking period under the first grant and reserved grant	1. Based on the net profit in 2023, the growth rate of net profit in 2028 shall not be less than 80% of the target value, i.e. not less than 20%, and the net profit shall not be less than RMB742 million;	1. Based on the net profit in 2023, the growth rate of net profit in 2028 shall not be less than 25%, i.e. the net profit shall not be less than RMB773 million;
	2. The return on equity in 2028 shall not be less than 80% of the target value; The first two indicators are not lower than the 75th percentile of the benchmarked enterprises;	2. The return on equity in 2028 shall not be less than 8.2%; The first two indicators are not lower than the 75th percentile of the benchmarked enterprises;
	3. Net cash flows from operating activities in 2028 shall not be less than 80% of the target value;	3. Net cash flows from operating activities in 2028 shall not be less than RMB1,242 million;
	4. The steam supply volume in 2028 shall not be less than 80% of the target value;	4. The steam supply volume in 2028 shall not be less than 535,800 tons;
	5. In 2028, the number of digital and intelligent technology application projects will increase by two.	5. In 2028, the number of digital and intelligent technology application projects will increase by two.

Among them:

(1) Net profit refers to the net profit excluding extraordinary gain and loss attributable to the shareholders of the listed company, and return on equity refers to the return on net assets excluding extraordinary gain and loss attributable to the shareholders of the listed company, the same below;

(2) Growth rate of net profit = (net profit excluding extraordinary gain and loss attributable to the shareholders of the listed company in the current year/net profit excluding extraordinary gain and loss attributable to the shareholders of the listed company in 2023–1) ×100%, the same below;

(3) Return on equity (ROE) = net profit excluding extraordinary gain and loss attributable to the shareholders of the listed company in the current year/(net assets attributable to the shareholders of the listed company at the beginning of the period + net assets attributable to the shareholders of the listed company at the end of the period)/2 ×100%, the same below;

(4) Net cash flows from operating activities are based on the data of "net cash flows from operating activities" in the annual consolidated cash flows statement of the Company;

(5) Digital and intelligent technology application projects refer to the intelligent management of the waste incineration system using information technology, digitalization and artificial intelligence technology. By conducting big data analysis, machine deep learning and artificial intelligence management on the whole process of waste incineration, including waste storage fermentation, waste incineration and flue gas treatment, the goals of improving power generation efficiency and labor efficiency and reducing the consumption of environmental consumables and auxiliary fuels are achieved. The completion of the application project will be marked by passing the third-party appraisal.

During the validity period of the equity incentive scheme, in case of additional issuance, allotment of shares and convertible debentures into shares and other matters (excluding the implementation of profit distribution of the Company) that would result in a change in the net assets of the Company, the change in net assets and the corresponding amount of income arising therefrom (if the corresponding amount of income cannot be accurately calculated, it can be calculated by multiplying the actual financing amount after deducting the financing cost by the interest rate of the national debts of the same term) shall be excluded when conducting an appraisal. During the validity period of the equity incentive scheme, if the Company adjusts its accounting policies, the pre-adjustment caliber will be used during the appraisal.

The incentive costs incurred from this equity incentive will be charged to the administrative expenses of the Company.

The performance appraisal results at company level and their corresponding unlocking ratios at company level in the current period are shown in the following table:

Performance appraisal results at company level
Unlocking ratios at company level in the current period

Meeting performance appraisal target value	100%
Meeting performance appraisal trigger value, but not meeting performance appraisal target value	80%
Not meeting performance appraisal trigger value	0%

If one or more of the above five performance indicators of the Company in the appraisal year fail to meet the performance appraisal trigger value, it shall be deemed that the Company does not meet the performance appraisal trigger value in the current period, and the unlocking ratios at company level in the current period shall be 0%; if only some of the above five performance indicators of the Company in the appraisal year meet the performance appraisal target value, and one or more of the indicators fail to meet the performance appraisal target value, but all meet the performance appraisal trigger value, it shall be deemed that the Company does not meet the performance appraisal target value in the current period, and the unlocking ratios at company level in the current period shall be 80%; if all of the above five performance indicators of the Company in the appraisal year meet the performance appraisal target value, the unlocking ratios at company level in the current period shall be 100%.

Restricted shares that fail to meet the Unlocking Conditions in the current period shall be repurchased and cancelled by the Company in accordance with the restricted share incentive scheme at the lower of the grant price and the stock market price at the time of repurchase.

2. Performance appraisal requirements at individual level

The appraisal year for unlocking of the restricted share incentive scheme covers three accounting years from 2026 to 2028, and the appraisal of incentive participants at individual level shall be organized and implemented in accordance with the Company's current relevant provisions on remuneration and appraisal, based on the appraisal standards for the positions of the incentive participants. The Company will conduct appraisal at individual level each fiscal year in accordance with the Appraisal Management Measures for Implementation of the restricted share incentive scheme and the internal performance assessment mechanism of the Company.

The unlocking ratios of incentive participants at individual level are determined based on the results of individual performance appraisal. The classification of grades and their corresponding unlocking ratios at individual level are shown in the following table:

Grade	**Competent and above**	**Basic competent**	**Incompetent**
Unlocking ratios	100%	50%	0%

The actual unlocking amounts held by the individuals in the current year = the unlocking ratios at company level in the current year ×the unlocking ratios at individual level in the current year ×the planned individual unlocking ratios in the current year.

If the Unlocking Conditions in the current period are not satisfied due to the failure to pass the performance appraisal at company level or individual level, no corresponding restricted shares shall be deferred to the next period and be unlocked, and will be repurchased and cancelled by the Company in accordance with the restricted share incentive scheme at the lower of the grant price and the stock market price at the time of repurchase.

CAPITAL VERIFICATION OF THE SUBSCRIPTION FUNDS FOR THE RESTRICTED SHARES

Pursuant to the Capital Verification Report of Dynagreen Environmental Protection Group Co., Ltd. (Xin Kuai Shi Bao Zi [2025] No. ZI10871) issued by BDO China Shu Lun Pan Certified Public Accountants LLP on 16 December 2025, as at 9 December 2025, the Company had received funds for subscription of restricted shares in the form of monetary capital from 191 incentive participants in a total amount of RMB110,363,100.00, including share capital of RMB37,130,000.00 and capital reserve of RMB73,233,100.00.

REGISTRATION OF RESTRICTED SHARES

The restricted shares granted under the first grant and the reserved grant (first batch) under the restricted share incentive scheme totalled 37,130,000 shares, including 35,770,000 restricted shares under the first grant and 1,360,000 restricted shares under the reserved grant (first batch). The registration of the restricted shares granted under the restricted share incentive scheme was completed with the Shanghai Branch of China Securities Depository and Clearing Corporation Limited on 23 December 2025. On 24 December 2025, the Company received the Certificate of Changes in Registration of Securities issued by the Shanghai Branch of China Securities Depository and Clearing Corporation Limited.

IMPACT ON THE CONTROLLING SHAREHOLDER OF THE COMPANY BEFORE AND AFTER THE GRANT

Upon completion of the grant of restricted shares under the first grant and the reserved grant (first batch) under the restricted share incentive scheme, the total number of shares of the Company increased from 1,393,454,350 shares to 1,430,584,350 shares. Before the grant, Beijing Municipal People's Government State-owned Assets Supervision and Administration Commission ("**Beijing SASAC**"), the controlling shareholder of the Company, and its wholly-owned subsidiaries Beijing Industrial Development Investment Management Co., Ltd. ("**Beijing Industrial Investment**") and Beijing State-Owned Assets Management (Hong Kong) Company Limited ("**BSAM (HK)**") held 454,740,345 shares, 139,345,273 shares and 24,859,792 shares of the Company respectively, representing 44.42% of the total share capital. Upon completion of the grant, the number of shares held by Beijing SASAC, Beijing Industrial Investment, and BSAM (HK) remained unchanged, while their shareholding in the Company's total shares decreased to 43.27%. Although the shareholding has changed, Beijing SASAC remains the controlling shareholder of the Company. The grant of restricted shares under the restricted share incentive scheme will not lead to changes in the control right of the Company's controlling shareholder.

CHANGES IN THE EQUITY STRUCTURE

Type (unit: share)		Before changes (share)	Changes (share)	After changes (share)
Shares subject to selling restrictions	A shares subject to selling restrictions	0	37,130,000	37,130,000
	H shares subject to selling restrictions	0	0	0
Shares not subject to selling restrictions	Tradable A shares	989,094,558	0	989,094,558
	Tradable H shares	404,359,792	0	404,359,792
Total		1,393,454,350	37,130,000	1,430,584,350

Note: As the Company's publicly issued convertible corporate bonds are currently in the conversion period, the specific changes in share capital shall be subject to the registration data of the Shanghai Branch of China Securities Depository and Clearing Corporation Limited.

CHANGES IN THE SHAREHOLDING OF RELEVANT SHAREHOLDERS OF THE COMPANY BEFORE AND AFTER THE GRANT

Name of shareholders	Number of shares held before the changes (share)	Shareholding before the changes (%)	Number of shares held after the changes (share)	Shareholding after the changes (%)
Beijing State-owned Assets Management Co., Ltd. and its persons acting in concert (aggregated)	618,945,410	44.42	618,945,410	43.27
Beijing State-owned Assets Management Co., Ltd.	454,740,345	32.63	454,740,345	31.79
Person acting in concert 1:				
Beijing Industrial Development Investment Management Co., Ltd.	139,345,273	10.00	139,345,273	9.74
Person acting in concert 2:				
Beijing State-Owned Assets Management (Hong Kong) Company Limited	24,859,792	1.78	24,859,792	1.74
Three Gorges Capital Holdings Co., Ltd.	84,265,896	6.05	84,265,896	5.89

IMPACT OF THE NEW SHARES ADDED AFTER THE GRANT ON THE LATEST FINANCIAL REPORT

Unit: RMB'0,000

Number of restricted shares granted (0'000 shares)	Total expenses expected to be amortised	2025	2026	2027	2028	2029
3,713	14,694.78	426.63	5,290.13	5,094.59	2,735.13	1,148.33

Notes:

1. The above result does not represent the final accounting cost. The actual accounting cost is related not only to the grant date, grant price and number of the restricted shares granted, but also to the quantities that actually become valid and invalid, and the possible dilutive effects are brought to the attention of the shareholders.

2. The final result of the impact of the abovementioned cost amortisation on the operating results of the Company is subject to the annual audit report issued by the accounting firm.

3. Any discrepancies between the above totals and sums of amounts listed therein are due to rounding.

By Order of the Board
Dynagreen Environmental Protection Group Co., Ltd.*
Cheng Suning
Chairman

Shenzhen, the PRC
24 December 2025

As of the date of this announcement, the executive directors are Mr. Cheng Suning and Mr. Hu Shengyong; the non-executive directors are Mr. Zhao Zhixiong, Mr. Hu Tianhe, Mr. Yan Chunxu and Mr. Hu Yong; and the independent non-executive directors are Ms. Ouyang Jiejiao, Mr. Zheng Zhiming and Mr. Zhou Beihai.

* *For identification purposes only*