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鷹君集團有限公司
Great Eagle
Holdings Limited

Incorporated in Bermuda with limited liability
(Stock Code: 41)

GRANT OF AWARDS AND OPTIONS

GRANT OF AWARDS

On 20 March 2026, a total of 553,737 Awards were granted under the Company's Share Award Scheme adopted on 29 May 2024, subject to acceptance of the grantees. Among them, 127,312 Awards were granted to four Directors and an associate of a Director of the Company.

GRANT OF OPTIONS

On 20 March 2026, a total of 1,280,000 Options to subscribe for Shares were granted to four Directors of the Company under the Company's Share Option Scheme adopted on 29 May 2024, subject to acceptance of the grantees.

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

The board of directors (the "**Board**") of Great Eagle Holdings Limited (the "**Company**", together with its subsidiaries, the "**Group**") announces that on 20 March 2026 (the "**Date of Grant**"), 553,737 share awards (the "**Award(s)**") involving a total number of 553,737 ordinary shares of HK\$0.50 each of the Company (the "**Shares**") were granted under the Company's share award scheme adopted on 29 May 2024 (the "**Share Award Scheme**"), and 1,280,000 share options (the "**Option(s)**") to subscribe for 1,280,000 Shares were granted under the Company's share option scheme adopted on 29 May 2024 (the "**Share Option Scheme**", together with the Share Award Scheme, the "**Share Schemes**"). The Awards and the Options are subject to acceptance of the grantees thereof.

Pursuant to Rule 17.04(1) of the Listing Rules, the granting of Awards and Options to the Directors, Substantial Shareholder of the Company and their Associates (as defined in the Listing Rules) have been reviewed and approved by the Remuneration Committee comprising only the Independent Non-executive Directors of the Company.

As at the date of this announcement, immediately after the aforesaid grant of Awards and Options, the number of Shares available for future grant during the 10-year term of the Share Schemes ending on 28 May 2034 is 71,352,667.

GRANT OF AWARDS

The details of the Awards granted are set out below:

Date of Grant:	20 March 2026
Number of Awards granted:	553,737 Awards
Purchase price of Awards granted:	Nil
Closing price of the Shares on the Date of Grant:	HK\$16.80 per Share
Vesting period of the Awards:	Vesting period of the Awards is 36 months after the Date of Grant.
Performance targets:	The eligibility and allocation of Awards for each grantee were determined in accordance with an allocation mechanism, approved by the Remuneration Committee. This mechanism comprises several key determinants, including: (i) roles and grades of the grantees; (ii) individual performance ratings and job gradings of the grantees; (iii) financial performance and staff expenses budget of the Company; and (iv) business outlook of the Group and the prevailing industry practices. To qualify for the vesting of the Awards, grantees must attain a satisfactory score regarding their performance rating throughout the 36-month vesting period. The performance rating is based on organisational, divisional and individual's objectives related to the job performance of the grantees, including their professionalism and integrity, as well as the business and financial performance of the Group. Grantees are required to consistently meet essential job expectations and are subject to ongoing assessment of their proficiency in performing the duties associated with their roles and responsibilities within the Group. In addition, grantees are expected to comply with the standards set forth in the Employee Code of Conduct of the Company throughout the vesting period. The vesting of the Awards is determined not only by performance outcomes but also by a sustained commitment to high standards of conduct. This comprehensive assessment framework is designed to ensure alignment of interests between the grantees and the Company.
Clawback mechanism:	The Awards granted were subject to the clawback mechanism as set out in the terms of the Share Award Scheme, in particular, an Award (to the extent not vested) shall lapse automatically on the date the grantee ceases to be an Eligible Participant (as defined in the terms of the Share Award Scheme).

Among the 553,737 Awards, 426,425 Awards were granted to other employees of the Group, and 127,312 Awards were granted to four Directors and an associate (as defined in the Listing Rules) of a Director of the Company as follows:

<u>Name</u>	<u>Position held and Relationship with the Group</u>	<u>Number of Awards</u>
Lo Chun Him, Alexander	Executive Director of the Company	17,514
Kan Tak Kwong	Executive Director and General Manager of the Company	50,657
Chu Shik Pui	Executive Director of the Company	36,507
Poon Ka Yeung, Larry	Executive Director of the Company	19,379
Lo Chun Lai, Andrew	Langham Hospitality Group, Managing Director – Hospitality Asset Management and Non-executive Director of Langham Hospitality Investments and Langham Hospitality Investments Limited	3,255
Other Employees	Employees of the Group	426,425
		553,737

GRANT OF OPTIONS

The details of the Options granted are set out below:

Date of Grant:	20 March 2026
Number of Options granted:	1,280,000 Options
Exercise price of Options granted:	Each Option shall entitle the holder of the Option to subscribe for one Share upon exercise of such Option at an exercise price of HK\$16.956 per Share, being the higher of (i) the closing price of the Shares on the Date of Grant; (ii) the average closing price of the Shares as quoted on the Stock Exchange for the 5 business days immediately preceding the Date of Grant; and (iii) the nominal value of a Share.
Closing price of the Shares on the Date of Grant:	HK\$16.80 per Share
Validity and exercise period of the Options:	The Options are exercisable for a period of 36 months commencing on the expiry of 24 months after the date upon which the Option is deemed to be granted and accepted, and expiring on the last day of the 36-month period.

Performance targets: In determining the grant of Options, the Remuneration Committee has taken into account the roles and grades of the grantees within the Group, and that the value of the Options formed part of the bonus payment for the relevant financial period. The purpose of the Share Option Scheme is to enable the Company to grant Options to selected eligible participants as retention incentives or rewards for their contributions to the Group. The value of the Options is linked to the future market price of the Shares, thereby motivating grantees to contribute to the long-term development of the Company. In addition, the vesting and exercisable periods are structured to encourage sustained commitment to the Group.

In view of the above, the Remuneration Committee considered that the grant of Options was aligned with the purpose of the Share Option Scheme, serving as an effective means to motivate grantees and enable them to benefit from the improvement of the share performance of the Company. Accordingly, no additional performance target was imposed.

Clawback mechanism: The Options granted were subject to the clawback mechanism as set out in the terms of the Share Option Scheme, in particular, an Option (to the extent not already exercised) shall lapse automatically on the date the grantee ceases to be an Eligible Participant (as defined in the terms of the Share Option Scheme).

All the Options were granted to four Directors of the Company as follows:

<u>Name</u>	<u>Position held and Relationship with the Group</u>	<u>Number of Options</u>
Lo Ka Shui	Chairman, Executive Director, Managing Director and Substantial Shareholder of the Company	700,000
Lo Hong Sui, Antony	Executive Director of the Company	40,000
Law Wai Duen	Executive Director of the Company	40,000
Kan Tak Kwong	Executive Director and General Manager of the Company	500,000
		1,280,000

By Order of the Board
Great Eagle Holdings Limited
WONG Mei Ling, Marina
Company Secretary

Hong Kong, 20 March 2026

As at the date of this announcement, the Board comprises Dr. LO Ka Shui (Chairman and Managing Director), Mr. LO Hong Sui, Antony, Madam LAW Wai Duen, Mr. LO Chun Him, Alexander, Mr. KAN Tak Kwong (General Manager), Mr. CHU Shik Pui and Professor POON Ka Yeung, Larry being the Executive Directors; Madam LO TO Lee Kwan, Mr. LO Hong Sui, Vincent and Dr. LO Ying Sui being the Non-executive Directors; and Professor WONG Yue Chim, Richard, Mrs. LEE Pui Ling, Angelina, Mr. ZHU Qi, Mr. HO Shut Kan and Ms. Diana Ferreira CESAR being the Independent Non-executive Directors.