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CHINA VANKE CO., LTD.*

萬科企業股份有限公司

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

(Stock Code: 2202)

ANNOUNCEMENT OF RESOLUTIONS APPROVED AT THE THIRTY-THIRD MEETING OF THE TWENTIETH SESSION OF THE BOARD OF DIRECTORS

1. THE CONVENING OF THE MEETING

The notice of the thirty-third meeting of the twentieth session of the board of directors (the “**Board**”) of China Vanke Co., Ltd.* (the “**Company**” or “**Vanke**”) was sent to all the directors of the Company by email on 6 May 2026. All directors of the Company participated in the meeting by way of voting via telecommunication. The Company received the voting opinions of all directors by 8 May 2026 (inclusive). The convening of the meeting was in compliance with the Company Law of the People's Republic of China and other laws and regulations as well as the requirements of the Articles of Association of China Vanke Co., Ltd.

2. RESOLUTIONS CONSIDERED AND THE VOTING RESULTS

(1) The Resolution on the Establishment of the Remuneration Management System for the Directors and Senior Management of the Company

Details of the resolution were set out in Appendix I: The Remuneration Management System for the Directors and Senior Management of China Vanke Co., Ltd.

Voting results: 8 votes in favour, 0 vote against and 0 abstention.

This resolution shall be submitted to the general meeting of the Company for consideration.

(2) The Resolution on the Formulation of the Remuneration Proposal for the Directors and Senior Management for the Year 2026 was considered and approved

Details of the resolution were set out in Appendix II: The Remuneration Proposal for the Directors and Senior Management for the year 2026.

Voting results: 8 votes in favour, 0 vote against and 0 abstention.

The Resolution on the Formulation of the Remuneration Proposal for the Directors of the Company for the Year 2026 shall be submitted to the general meeting of the Company for consideration.

(3) The Resolution on the Convening of the 2025 Annual General Meeting

The Company will convene the 2025 annual general meeting at Vanke Center, No. 33 Huanmei Road, Dameisha, Yantian District, Shenzhen starting from 3 p.m. on Friday, 29 May 2026.

Details of the resolution were set out in the notice of the 2025 annual general meeting of the Company published on HKEXnews website of The Stock Exchange of Hong Kong Limited on the same day.

Voting results: 8 votes in favour, 0 vote against and 0 abstention.

**The Board of Directors of
China Vanke Co., Ltd. ***

Shenzhen, the PRC, 8 May 2026

As at the date of this announcement, the Board of the Company comprises Mr. HUANG Liping, Mr. HU Guobin, and Mr. LEI Jiangsong as non-executive directors; Ms. WANG Yun as an executive director; and Mr. LIU Tsz Bun Bennett, Mr. LIM Ming Yan, Dr. SHUM Heung Yeung Harry and Mr. ZHANG Yichen as independent non-executive directors.

* For identification purpose only

APPENDIX I: THE REMUNERATION MANAGEMENT SYSTEM FOR THE DIRECTORS AND SENIOR MANAGEMENT OF CHINA VANKE CO., LTD.

Chapter I General Provisions

Article 1 Purpose and Basis of Formulation

In order to establish and improve the incentive and constraint mechanisms for the Directors and senior management (the “**Senior Management**”) of the Company, standardize remuneration management, promote the sustainable development of the Company, and safeguard the rights and interests of shareholders, this system is formulated in accordance with the Company Law of the People’s Republic of China, the Securities Law of the People’s Republic of China, the Governance Guidelines of Listed Companies (October 2025 Revision), and other laws, regulations, normative documents, and the Articles of Association, and in light of the Company’s actual circumstances.

Article 2 Scope of Application

This system applies to the following personnel of the Company:

Directors: including independent Directors, other Directors who do not work full-time at the Company, and the Directors who work full-time at the Company.

Senior Management: referring to the president, executive vice president, secretary to the Board, finance principal, and other Senior Management as defined in the Articles of Association, who are appointed by the Board to assume management responsibilities at the Company.

Article 3 Basic Principles

The remuneration management of the Directors and Senior Management shall adhere to the following principles:

Principle of compliance. National laws and regulations, regulatory requirements and the Articles of Association shall be strictly complied with.

Principle of balancing incentives and constraints. The level of remuneration shall be closely linked to the Company’s operating performance and individual job performance, achieving a balance between effective incentives and risk constraints.

Principle of fairness and competitiveness. The level of remuneration shall be reasonably determined by taking into account factors such as the Company's operating conditions, industry standards, regional remuneration trends and job value, while maintaining external competitiveness and internal fairness.

Principle of combining short-term and long-term objectives. The remuneration structure shall balance short-term operational objectives with the Company's long-term strategic development to promote the enhancement of the Company's long-term value.

Principle of information disclosure. Remuneration policies, proposals and implementation status shall be disclosed in a timely, accurate and complete manner in accordance with regulatory requirements.

Article 4 Governing Bodies

The Remuneration and Nomination Committee under the Board is responsible for carrying out research on and formulating this system and the annual remuneration proposal, as well as evaluating and supervising the performance of the Directors and Senior Management.

The Board is responsible for reviewing and approving the remuneration proposal of the Senior Management and submitting the remuneration proposal for the Directors to the general meeting for consideration and approval.

When considering the remuneration of the Directors and Senior Management or conducting performance evaluations of such individuals, the relevant Directors and Senior Management shall abstain from participation.

Chapter II Remuneration Structure and Standards

Article 5 Remuneration Composition

The remuneration for the Directors and Senior Management working full-time at the Company is comprised of basic salary, performance-based remuneration, and medium- to long-term incentive income.

Basic salary: A fixed annual remuneration determined taking into account factors such as job responsibilities, performance requirements, professional competence, market salary levels, and the Company's payment capacity.

Performance-based remuneration: A variable remuneration linked to the Company's annual operating performance and the individual's annual performance evaluation results. In principle, the proportion of performance-based remuneration for the Directors and Senior Management shall not be less than 50% of the total amount of their basic salary and performance-based remuneration.

Medium- to long-term incentive income. This is the kind of remuneration designed to incentivize the Directors and Senior Management to focus on the Company's long-term development, including equity incentives and term-based incentives. Specific plans shall be formulated separately in accordance with relevant regulations.

Article 6 Categorized Management

The Directors and Senior Management are subject to different remuneration structures and standards based on their respective capacities:

Independent Directors. They receive a fixed annual allowance, the standard of which is determined at the general meeting, and they do not participate in the Company's internal performance evaluations linked to performance-based remuneration.

Other Directors who do not work full-time at the Company. They may receive a fixed allowance for the Directors determined at the general meeting. In principle, they shall not receive any remuneration other than the allowance for the Directors, nor shall they participate in the Company's internal performance evaluations linked to performance-based remuneration.

Directors who work full-time at the Company. They shall receive remuneration corresponding to their positions with the Company in accordance with the provisions of this system and shall not receive any additional allowance for the Directors.

Senior Management. They shall receive remuneration in accordance with the provisions of this system based on their respective positions.

The Directors' remuneration may be adjusted in response to changes in market conditions and the Company's operating performance. Reasonable expenses incurred by independent Directors or other Directors who do not work full-time at the Company in the performance of their duties, such as travel and accommodation costs, shall be borne by the Company.

Chapter III Performance Management and Evaluation

Article 7 Performance Evaluation System

The Remuneration and Nomination Committee of the Board is responsible for establishing a fair and transparent performance and job evaluation criteria and procedures for the Directors and Senior Management. Evaluation criteria shall be scientific, transparent, and aligned with the Company's strategic objectives.

Article 8 Evaluation Procedures

At the beginning of each year, the Remuneration and Nomination Committee of the Board shall formulate a performance-based remuneration proposal for the Directors and Senior Management based on the Company's annual operational objectives and submit it to the Board for review.

After the end of the fiscal year, the Remuneration and Nomination Committee of the Board determines the performance appraisal results based on the audited financial data and the individual performance evaluation results of the Directors and Senior Management. The performance evaluation of independent Directors is conducted through self-assessment and peer review.

The evaluation results shall serve as the primary basis for determining the Directors and Senior Management's annual performance-based remuneration for the year and the medium- to long-term incentive income.

Article 9 Performance-Linked Mechanism

The Company shall establish a mechanism closely linking remuneration to corporate performance. If the Company shifts from profit to loss or experiences an expanded loss compared to the previous accounting year, the average performance-based remuneration of the Directors and Senior Management shall decrease accordingly, Directors and Senior Management who have not been paid performance-based remuneration are not subject to this article.

If the above linkage requirements are not met, the Board shall provide a detailed explanation of the reasons in the relevant resolution and disclose such information.

Chapter IV Determination, Payment and Reclamation of Remuneration

Article 10 Remuneration Approval

The remuneration proposals for the Directors shall be studied and drafted by the Remuneration and Nomination Committee of the Board, reviewed by the Board, and submitted to the general meeting for approval, and shall be disclosed.

The remuneration proposals for the Senior Management shall be studied and drafted by the Remuneration and Nomination Committee of the Board, which shall submit it to the Board for approval, report to the shareholders' meeting, and make disclosures.

Article 11 Payment of Remuneration

The basic salary shall be paid on a monthly basis.

The determination and payment of performance-based remuneration and medium- to long-term incentive income for the Directors and Senior Management shall be based primarily on performance evaluations, which shall be conducted based on audited financial data.

A certain percentage of the Directors and Senior Management's performance-based remuneration shall be paid after the annual report is disclosed and performance evaluations are completed.

When the Directors and Senior Management leave office due to a change of session, re-election, resignation during their term or other reasons, remuneration shall be paid based on their actual tenure, performance and performance evaluations.

Article 12 Suspension and Recovery Mechanism for Remuneration

When the Company retrospectively restates its financial reports due to misstatements such as financial fraud, it shall promptly re-evaluate the performance-based remuneration and medium- to long-term incentive income of the Directors and Senior Management and recover any excess amounts paid accordingly.

If the Directors and Senior Management violates their obligations and causes losses to the Company, or is at fault for illegal or non-compliant acts such as financial fraud, misappropriation of funds or unauthorized guarantees, the Company shall, depending on the severity of the circumstances, reduce or suspend the payment of unpaid performance-based remuneration and medium- to long-term incentive income, and recover all or part of the performance-based remuneration and medium- to long-term incentive income already paid during the period in which the relevant conduct occurred.

The Remuneration and Nomination Committee of the Board shall be responsible for assessing and recommending the initiation of the suspension of remuneration and recovery procedures.

Article 13 Information Disclosure

The Company shall strictly comply with the provisions of the Governance Guidelines of Listed Companies and other relevant regulations to disclose in detail, through periodic reports and special announcements, information regarding the remuneration policies, proposals, actual amounts paid, explanations of the correlation with the Company's performance, and the establishment and implementation of a suspension and recovery mechanism for the remuneration of the Directors and Senior Management.

Where the Board does not adopt, or does not fully adopt, the recommendations of the Remuneration and Nomination Committee of the Board regarding the remuneration proposals, the Committee's opinions and the reasons for non-adoption must be recorded in the Board resolution and disclosed.

Chapter V Supplementary Provisions

Article 14 Authority to Interpret

This system is subject to the interpretation by the Remuneration and Nomination Committee of the Board. The same applies to any amendments.

Article 15 Effective Date

This system shall take effect upon consideration and approval by the Board and approval at the general meeting.

In the event of any inconsistency between the existing relevant provisions and this system, this system shall prevail.

APPENDIX II: THE REMUNERATION PROPOSAL FOR THE DIRECTORS AND SENIOR MANAGEMENT FOR THE YEAR 2026

I. Applicable Persons

Directors and senior management of the Company serving during the 2026 term.

II. Term of Application

This remuneration proposal for the Directors shall take effect upon approval at the general meeting of the Company, and the remuneration proposal for the senior management shall take effect upon approval by the Board of the Company. Both proposals shall automatically expire upon the adoption of new remuneration proposals.

III. Remuneration and Allowance Standards

(1) Directors' Remuneration

1. Independent Directors: Pursuant to the remuneration scheme for the independent Directors determined by the resolution of the First Extraordinary General Meeting of 2018, the remuneration for the independent Directors is paid on a monthly basis. If a new remuneration proposal for the Directors has been approved by the general meeting, it will be implemented in accordance with the new proposal.
2. Other Directors who do not work full-time at the Company: Pursuant to the remuneration scheme for the Directors determined by the resolution of the First Extraordinary General Meeting of 2018, the remuneration for other Directors who do not work full-time at the Company is paid on a monthly basis. If a new remuneration proposal for the Directors has been approved by the general meeting, it will be implemented in accordance with the new proposal. Currently, there are a total of three other Directors of the twentieth session of the Board who do not work full-time at the Company, and all of them have not received Director's remuneration from the Company.
3. Directors who work full-time at the Company: Other Directors who work full-time at the Company shall receive remuneration corresponding to their positions with the Company and work performance, and do not receive separate remuneration for the Directors. Specific remuneration standards are implemented in accordance with relevant regulations on remuneration for the senior management.

(2) Senior Management's Remuneration

The 2026 remuneration proposal for the senior management consists of basic salary and performance-based salary.

Basic salary: Determined based on factors such as the value, responsibilities, capabilities, and market salary levels of the position held. This serves as the annual base compensation;

Performance-based salary: Assessed and paid based on the achievement of the Company's annual operating performance targets and individual performance contributions, using the Company's operating objectives as the assessment basis. In principle, the proportion of performance-based salary shall not be less than 50% of the total of basic salary and performance-based salary.

IV. Other Provisions

1. Reasonable expenses incurred by independent Directors or other directors who do not work full-time at the Company in the performance of their duties, such as travel and accommodation costs, shall be borne by the Company.
2. All remuneration paid to the Directors and senior management of the Company is stated as pre-tax amounts, and the Company shall withhold and remit individual income tax in accordance with relevant national regulations.
3. When a Director or senior management of the Company leaves office due to a change of session, re-election, resignation during his or her term or other reasons, remuneration of Director shall be paid based on his or her actual tenure, and the performance-based salary of senior management shall be calculated and paid based on their actual term of service and actual performance.
4. The basic salary for the Directors or senior management who work full-time at the Company shall be paid on a fixed monthly basis. Performance-based remuneration shall be determined following an evaluation in accordance with the relevant remuneration and performance appraisal management systems of the Company, based on the specific management position held. The actual amount paid shall be subject to the evaluation results.