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Kingsoft Corporation Limited
金山軟件有限公司
(Continued into the Cayman Islands with limited liability)
(Stock Code: 03888)

GRANT OF RESTRICTED SHARES PURSUANT TO BKOS 2026 SHARE INCENTIVE SCHEME

This announcement is made by Kingsoft Corporation Limited (the "**Company**", together with its subsidiaries, the "**Group**") pursuant to Rules 17.13 and 17.06A of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "**Listing Rules**").

Reference is made to (i) the circular of the Company dated 4 May 2026 (the "**Circular**"), (ii) the poll results announcement of the Company dated 28 May 2026, in relation to, among others, the adoption of the restricted share incentive scheme (the "**BKOS 2026 Share Incentive Scheme**") of Beijing Kingsoft Office Software, Inc. (北京金山辦公軟件股份有限公司) ("**BKOS**"), a limited liability company incorporated in the PRC, in which the Company owns 51.45% as of the date of this announcement and whose shares are listed on the SSE STAR Market (stock code: 688111). Unless otherwise defined, terms used in this announcement shall have the same meanings as ascribed to them in the Circular.

GRANT OF RESTRICTED SHARES UNDER BKOS 2026 SHARE INCENTIVE SCHEME

The Board announces that on 1 June 2026, the BKOS Board has resolved to grant an aggregate of 800,000 Restricted Shares to 365 Incentive Participants, comprising a number of senior management personnel, core management personnel and technical backbones of BKOS, under the First Grant of the BKOS 2026 Share Incentive Scheme at the grant price of RMB125.58 per Restricted Share, to recognise the contributions made by the Incentive Participants and to retain outstanding personnel employed by the BKOS Group.

To the best knowledge, information and belief of the directors of the Company (the "**Director(s)**"), having made all reasonable enquiries, as at the date of this announcement, none of the Grantees is a Director, chief executive or substantial shareholder of Company or their respective associates or otherwise a connected person of the Company. The grant of Restricted Shares will not result in (i) the Restricted Shares granted and to be granted to any Incentive Participant representing in aggregate over 1% of the share capital of BKOS in any 12-month period up to and including the date of grant; or (ii) the Restricted Shares granted to any Incentive Participant who is a Director, chief executive, substantial shareholder of the Company or any of their respective associates, representing in aggregate over 0.1% of the relevant class of shares in issue of BKOS in any 12-month period up to and including the date of grant.

Details of the grant of Restricted Shares are set out below:

Date of grant	:	1 June 2026 (the "**Date of First Grant**")
Incentive Participants	:	365 employees of BKOS Group, comprising (i) 27 Category I Incentive Participants (being core management personnel and technical backbones); and (ii) 338 Category II Incentive Participants (comprising 1 senior management and 337 core management personnel and technical backbones)
Number of Restricted Shares granted	:	800,000 Restricted Shares, comprising (i) 177,900 Restricted Shares granted to Category I Incentive Participants and (ii) 622,100 Restricted Shares granted to Category II Incentive Participants
Grant price of the Restricted Shares granted	:	RMB125.58 per share
Closing price of the shares of BKOS on the date of grant	:	RMB256.10 per share
Vesting of the Restricted Shares	:	The 177,900 Restricted Shares granted to Category I Incentive Participants shall be vested according to the following vesting schedule: (1). 33% of the Restricted Shares under the First Grant shall be vested during the period commencing from the first trading date after the expiry of 12 months following the Date of First Grant until the last trading day within the 24 months following the Date of First Grant;

(2). 33% of the Restricted Shares under the First Grant shall be vested during the period commencing from the first trading date after the expiry of 24 months following the Date of First Grant until the last trading day within the 36 months following the Date of First Grant; and

(3). 34% of the Restricted Shares under the First Grant shall be vested during the period commencing from the first trading date after the expiry of 36 months following the Date of First Grant until the last trading day within the 48 months following the Date of First Grant.

The 622,100 Restricted Shares granted to Category II Incentive Participants shall be vested according to the following vesting schedule:

(1). 50% of the Restricted Shares under the First Grant shall be vested during the period commencing from the first trading date after the expiry of 12 months following the Date of First Grant until the last trading day within the 24 months following the Date of First Grant; and

(2). 50% of the Restricted Shares under the First Grant shall be vested during the period commencing from the first trading date after the expiry of 24 months following the Date of First Grant until the last trading day within the 36 months following the Date of First Grant.

Source of the Restricted Shares : The ordinary A shares of BKOS to be issued to the Incentive Participants by BKOS upon Vesting or the ordinary A shares of BKOS to be repurchased by BKOS on the secondary market.

Clawback mechanism of the Restricted Shares	:	If an Incentive Participant violates the laws and professional ethics, leaks confidential information of BKOS, and is negligent or gross misconduct in performance of duties which may cause serious damage to the interests or reputation of BKOS, upon reviewed by the BKOS Remuneration Committee and approved by the BKOS Board, the Restricted Shares that have been granted to such Incentive Participant but not yet vested shall not be vested and shall lapse and be canceled by BKOS. In the event of serious circumstances, BKOS may also recover the losses suffered by BKOS in accordance with relevant laws and regulations. The clawback mechanism provides an option for BKOS to clawback the share incentives granted to the Incentive Participants culpable of misconduct and is in line with the purpose of the BKOS 2026 Share Incentive Scheme and the interests of BKOS and its shareholders as a whole. For further details, please refer to Appendix IV to the Circular.

Performance targets for vesting of the Restricted Shares under the First Grant

Vesting of the Restricted Shares under the First Grant is subject to the achievement of certain pre-established performance targets, such as the ratio of overseas operating revenue to base and the ratio of operating revenue from WPS 365 business to base of BKOS at BKOS level and individual performance assessment at the Incentive Participants level.

Performance assessment requirements at BKOS level of Category I Incentive Participants

Vesting Period	Assessment year	Based on the performance in 2025, the ratio of overseas operating revenue to base (A)		Based on the performance in 2025, the ratio of operating revenue from WPS 365 business to base (B)	
		Target value (Am)	Trigger value (An)	Target value (Bm)	Trigger value (Bn)
First Vesting Period	2026	The overseas operating revenue in 2026 is not less than 150.00% of the base	The overseas operating revenue in 2026 is not less than 140.00% of the base	The revenue from WPS 365 business in 2026 is not less than 130.00% of the base	The revenue from WPS 365 business in 2026 is not less than 125.00% of the base
Second Vesting Period	2027	The cumulative overseas operating revenue for two years from 2026 to 2027 is not less than 375.00% of the base	The cumulative overseas operating revenue for two years from 2026 to 2027 is not less than 336.00% of the base	The cumulative revenue from WPS 365 business from 2026 to 2027 is not less than 299.00% of the base	The cumulative revenue from WPS 365 business from 2026 to 2027 is not less than 281.25% of the base
Third Vesting Period	2028	The cumulative overseas operating revenue for three years from 2026 to 2028 is not less than 712.50% of the base	The cumulative overseas operating revenue for three years from 2026 to 2028 is not less than 610.40% of the base	The cumulative revenue from WPS 365 business for the three years from 2026 to 2028 is not less than 518.70% of the base	The cumulative revenue from WPS 365 business for the three years from 2026 to 2028 is not less than 476.56% of the base

Assessment indicators	Performance completion level	Vesting ratio at the Company level (X1)	Assessment indicators	Performance completion level	Vesting ratio at the Company level (X2)
The ratio of overseas operating revenue to base (A)	A≧Am An≦A<Am A<An	X1 = 100% X1 = 80% X1 = 0	The ratio of revenue from WPS 365 business to base (B)	B≧Bm Bn≦B<Bm B<Bn	X2 = 100% X2 = 80% X2 = 0

Vesting ratio at the Company level = Max (X1, X2)

Note: 1. "Overseas operating revenue" refers to the BKOS's overseas non-advertising business revenue recorded in US dollars;

2. The above assessment targets are calculated based on the publicly disclosed reports of the BKOS for the relevant year.

Performance assessment requirements at BKOS level of Category II Incentive Participants

Vesting Period	Assessment year	Based on the performance in 2025, the ratio of overseas operating revenue to base (A)		Based on the performance in 2025, the ratio of revenue from WPS 365 business to base (B)	
		Target value (Am)	Trigger value (An)	Target value (Bm)	Trigger value (Bn)
First Vesting Period	2026	The overseas operating revenue in 2026 is not less than 150.00% of the base	The operating revenue in 2026 is not less than 140.00% of the base	The revenue from WPS 365 business in 2026 is not less than 130.00% of the base	The revenue from WPS 365 business in 2026 is not less than 125.00% of the base
Second Vesting Period	2027	The cumulative overseas operating revenue for two years from 2026 to 2027 is not less than 375.00% of the base	The cumulative overseas operating revenue for two years from 2026 to 2027 is not less than 336.00% of the base	The cumulative revenue from WPS 365 business for the two years from 2026 to 2027 is not less than 299.00% of the base	The cumulative revenue from WPS 365 business for the two years from 2026 to 2027 is not less than 281.25% of the base

Assessment indicators	Performance completion level	Vesting ratio at the Company level (X1)	Assessment indicators	Performance completion level	Vesting ratio at the Company level (X2)
The ratio of overseas operating revenue to base (A)	A≧Am An≦A<Am A<An	X1 = 100% X1 = 80% X1 = 0	The ratio of revenue from WPS 365 business to base (B)	B≧Bm Bn≦B<Bm B<Bn	X2 = 100% X2 = 80% X2 = 0

Vesting ratio at the Company level = Max (X1, X2)

Performance assessment requirements at the Incentive Participants' level

BKOS conducts individual performance assessment on the Incentive Participants during the assessment year and determines the number of Restricted Shares actually vested to the Incentive Participants based on their assessment results. The performance assessment results of the Incentive Participants are divided into three levels, namely "Attained", "Partially attained" and "Not attained", and the actual number of Restricted Shares to be vested will be determined according to the proportion of vesting at the individual level corresponding to the following assessment rating table:

Assessment results	Attained	Partially attained	Not attained
Vesting ratio	100%	80%	0

The number of Restricted Shares actually vested to the Incentive Participants in the current year = the number of Restricted Shares planned to be vested to the Incentive Participants in the current year × Company-level Vesting ratio × Individual-level Vesting ratio.

If the Restricted Shares vested to the Incentive Participants for a vesting period cannot be vested due to assessment reasons, the Restricted Shares shall lapse and be canceled by BKOS and shall not be deferred to the following years.

Reserved Grant

As at the date of this announcement, the number of Restricted Shares available for the Reserved Grant under the BKOS 2026 Share Incentive Scheme is 200,000 Restricted Shares, representing no more than 20.00% of the total Restricted Shares available under the BKOS 2026 Share Incentive Scheme.

REASONS FOR AND BENEFITS OF THE FIRST GRANT

The purpose of the First Grant to the Incentive Participants is in line with the purpose of the BKOS 2026 Share Incentive Scheme, which is to further establish and improve BKOS's long-term incentive mechanism, attract and retain outstanding personnel, fully mobilise the enthusiasm of BKOS's core team members, effectively align the interests of the BKOS Shareholders and BKOS with the individual interests of BKOS's core team members, and enable all parties to jointly focus on and contribute to the long-term development of the BKOS Group.

By order of the Board
Kingsoft Corporation Limited
Jun LEI
Chairman

Hong Kong, 1 June 2026

As at the date of this announcement, the executive director of the Company is Mr. Tao ZOU; the non-executive directors of the Company are Messrs. Jun LEI, Pak Kwan KAU and Leiwen YAO; the independent non-executive directors of the Company are Ms. Wenjie WU, Messrs. Zuotao CHEN and Bo DU.