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Midea Group Co., Ltd.
美的集團股份有限公司
(A joint stock company incorporated in the People's Republic of China with limited liability)
(Stock Code: 0300)

GRANT OF SHARE AWARDS

This announcement is made pursuant to Rules 17.06A, 17.06B and 17.06C of the Listing Rules.

The Board announces that on 18 June 2026, the Company granted a total of 644,432 Awarded Shares to 33 employees of the Company under the (H Share) Share Award Scheme, subject to acceptance by the Grantees.

DETAILS OF THE GRANT OF THE AWARDED SHARES

The details of the Awarded Shares granted to the Grantees are as follows:

Date of grant:	18 June 2026
Grantees:	33 employees of the Company, being the Eligible Participants of the (H Share) Share Award Scheme
Number of Awarded Shares granted:	644,432
Purchase price of the Awarded Shares:	Not applicable
Closing price of the H Shares on the date of grant:	HK$84.20 per H Share
Vesting period:	The lock-up period of the Awarded Shares shall be 24 months from the date of grant, and the Awarded Shares shall be vested in three tranches at the ratios of 40%, 30% and 30% in 2028, 2029 and 2030, respectively, upon expiry of the lock-up period.

Performance targets:

The Awards shall be subject to the assessment targets at three levels: the Group, the Grantee's business units and the Grantee's individual performance.

Indicators for corresponding business units level: The unlocking ratio is determined according to the overall fulfillment assessment grade based on the responsibility-based and strategic indicators: 100% to be vested for outstanding assessment grade; 90% to be vested for good assessment grade; 80% to be vested for qualified assessment grade; vesting to be cancelled for poor assessment grade.

Vesting period	Assessment indicator
	First vesting period: Performance assessment for FY2026-FY2027
2028 40% for the first vesting	Group level: Assessment of weighted average return on equity (ROE) for FY2026-FY2027 (not less than 18%) Business units level: Assessment of responsibility-based indicators and long-term strategic indicators for FY2026-FY2027 Individual level: Grade B or above for FY2027
	Second vesting period: Performance assessment for FY2028
2029 30% for the second vesting	Group level: ROE for FY2028 (not less than 17.5%) Business units level: Assessment of responsibility-based indicators and long-term strategic indicators for FY2028 Individual level: Grade B or above for FY2028
	Third vesting period: Performance assessment for FY2029
2030 30% for the third vesting	Group level: ROE for FY2029 (not less than 17.5%) Business units level: Assessment of responsibility-based indicators and long-term strategic indicators for FY2029 Individual level: Grade B or above for FY2029

ROE indicators under the assessments shall include the impacts of disclosed capital operation events as of now, but exclude the impacts of merger and acquisition and capital operation events occurred during the assessment year on assessment indicators. Should any performance target is not achieved in whole or in part during the assessment period, all or a corresponding portion of the Awarded Shares proposed to be vested for such period shall be cancelled.

Clawback mechanism: The Awards shall be subject to the following clawback mechanism:

(a) Resignation of the Grantee (regardless of under which circumstances): The Awarded Shares vested before resignation shall remain valid, and the unvested Awarded Shares upon resignation shall be cancelled;

(b) Demotion of the Grantee: The entitlement to equity interests shall be adjusted and reduced based on the standards applicable to the adjusted position; and

(c) Significant breach of the Company's internal management system or causing significant losses to the Company by the Grantee: The Company reserves the right to forfeit all equity interests without compensation, regardless of whether these interests have been vested or redeemed.

LISTING RULES IMPLICATIONS

To the best knowledge of the Directors, as at the date of this announcement, (i) none of the Grantees is a Director, chief executive or substantial shareholder of the Company, nor an associate (as defined in the Listing Rules) of any of them; (ii) none of the Grantees with options and awards granted and to be granted exceeding the 1% individual limit under the Listing Rules; (iii) none of the Grantees is a related entity participant (as defined in the Listing Rules) or a service provider; and (iv) no financial assistance has been provided by the Group to the Grantees for the purchase of the Awarded Shares under the (H Share) Share Award Scheme.

REASONS FOR AND BENEFITS OF THE GRANT OF THE AWARDED SHARES

The purpose of the (H Share) Share Award Scheme is to (i) further develop the self-motivation and creativity of key talent and continually improve the Company's governance level and to attract, motivate, and retain core talent who have a significant impact on the Company's future development; and (ii) inspire a sense of mission and responsibility within the Company, advocate for a performance culture oriented towards creating value, establish and perfect a mechanism for sharing interests between workers and owners, align the interests of the Company, Shareholders, and employees, and ensure the realisation of the Company's development strategy and business objectives. The grant of the Awarded Shares enables the Company to attract, retain, incentivise, reward and remunerate the Grantees, and encourage them to work towards enhancing the value of the Company and the Shares for the benefit of the Company and Shareholders as a whole.

NUMBER OF SHARES AVAILABLE FOR FUTURE GRANT

After the grant of the Awarded Shares, an aggregate of 8,112,468 H Shares will be available for further grant pursuant to the scheme mandate limit under the (H Share) Share Award Scheme.

DEFINITIONS

In this announcement, unless the context otherwise requires, the following expressions shall have the following meanings:

"Awarded Shares"	the 644,432 H Shares to be repurchased by the Company and to be transferred to a trustee for the purpose of grant of Awards to the Grantees
"Awards"	awards of the Awarded Shares to the Grantees pursuant to the (H Share) Share Award Scheme
"Board"	the board of Directors of the Company
"Company", "our Company" or "the Company"	Midea Group Co., Ltd. (美的集團股份有限公司), a joint stock company incorporated in the PRC with limited liability on 7 April 2000, the H Shares and A Shares of which are listed on the Main Board of the Hong Kong Stock Exchange (stock code: 0300) and the Shenzhen Stock Exchange (stock code: 000333), respectively
"Director(s)"	the director(s) of our Company
"Eligible Participant(s)"	eligible participant(s) under the (H Share) Share Award Scheme
"Grantee(s)"	the grantee(s) of the Awards
"Group"	the Company and its subsidiaries
"H Share(s)"	ordinary share(s) in the share capital of our Company, with a nominal value of RMB1.00 each, which are listed and traded on the Hong Kong Stock Exchange

"(H Share) Share Award Scheme"	the H share incentive scheme of the Company adopted by the Company on 30 May 2025
"HK$"	Hong Kong dollars, the lawful currency of Hong Kong
"Hong Kong"	the Hong Kong Special Administrative Region of the People's Republic of China
"Hong Kong Stock Exchange"	The Stock Exchange of Hong Kong Limited
"Listing Rules"	the Rules Governing the Listing of Securities on the Hong Kong Stock Exchange, as amended from time to time
"Share(s)"	ordinary share(s) in the share capital of our Company, with a nominal value of RMB1.00 each, comprising A Shares and H Shares
"Shareholder(s)"	the shareholder(s) of the Company
"substantial shareholder(s)"	shall have the same meaning as set out in the Listing Rules
"%"	per cent

By order of the Board
Midea Group Co., Ltd.
Mr. Fang Hongbo
Chairman, Executive Director and Chief Executive Officer

Hong Kong, 18 June 2026

As at the date of this announcement, the Board comprises: (i) Mr. Fang Hongbo, Mr. Wang Jianguo, Dr. Gu Yanmin, Mr. Guan Jinwei and Dr. Zhang Tian as executive Directors; (ii) Mr. Zhao Jun as non-executive Director; and (iii) Dr. Xu Dingbo, Dr. Xiao Geng, Dr. Liu Qiao and Dr. Zhang Ya as independent non-executive Directors.