UBTECH ROBOTICS CORP LTD
深圳市優必選科技股份有限公司
(A joint stock company established in the People's Republic of China with limited liability)
(Stock Code: 9880)

THE 2026 GRANT OF SHARES UNDER THE H SHARE INCENTIVE SCHEME OF UBTECH ROBOTICS CORP LTD APPROVED BY THE SHAREHOLDERS ON AUGUST 26, 2026

This announcement is made pursuant to Rule 17.06A of the Listing Rules. The Board announces that on September 14, 2026, the Company has granted a total of 3,624,470 Incentives to 409 Incentive Participants (the "**Grantees**") pursuant to the Share Incentive Scheme, which shall be valid and effective for 10 years from the date of adoption on August 26, 2026 (the "**Scheme Period**"). The H Share Incentive Scheme allows the Board to grant Incentives to Incentive Participants, which include Directors (excluding independent non-executive Directors), senior management and employees of the Group during the Scheme Period.

DETAILS OF THE GRANT OF THE INCENTIVES

Details of the conditional grant of Incentives are as follows:

Date of grant:	September 14, 2026
Incentive participants:	The incentive participants under the Share Incentive Scheme, which shall be the persons determined by the Board in accordance with the terms of the Share Incentive Scheme who are entitled to receive the Incentive Shares. The scope of participants includes: Directors (excluding independent non-executive Directors), senior management and employees of the Group. A participant shall satisfy the following basic qualifications or other conditions approved by the Board: (i) having entered into a labor contract with the Group; and (ii) satisfying other conditions as determined by the Board or Delegates of the Board.

Grantees:	(i) 400,000 Incentives (with the right to receive 400,000 Incentive Shares, representing approximately 0.0795% of the total issued share capital of the Company as at the date of this announcement) granted to Mr. Zhou Jian, an executive Director; (ii) 56,200 Incentives (with the right to receive 56,200 Incentive Shares, representing approximately 0.0112% of the total issued share capital of the Company as at the date of this announcement) granted to Mr. Deng Feng, an executive Director; (iii) 3,500 Incentives (with the right to receive 3,500 Incentive Shares, representing approximately 0.0007% of the total issued share capital of the Company as at the date of this announcement) granted to Mr. Liu Ming, an executive Director; (iv) 1,200 Incentives (with the right to receive 1,200 Incentive Shares, representing approximately 0.0002% of the total issued share capital of the Company as at the date of this announcement) granted to Dr. Xiong Youjun, an executive Director; and (v) 3,163,570 Incentives (with the right to receive a total of 3,163,570 Incentive Shares, representing approximately 0.6284% of the total issued share capital of the Company as at the date of this announcement) granted to other 405 employees of the Group, who are neither Directors, chief executives, substantial shareholders or associates of any of them.
Total number of Incentives granted:	3,624,470 Incentives (with the right to receive a total of 3,624,470 Incentive Shares, representing approximately 0.7200% of the total issued share capital of the Company as at the date of this announcement).

Purchase price for the Incentive Shares:	RMB1 per underlying H Share (the purchase price shall be paid in RMB having considered that the Grantees are residents in the PRC). The purchase price for the Incentives is determined with reference to the minimum permissible pricing standard under applicable laws, regulations and relevant regulatory requirements. Adopting the lowest legally permitted purchase price is designed to maximize incentives for the Incentive Participants, fully align with the core purpose of the Share Incentive Scheme, and effectively motivate the Grantees to contribute to the long-term development and sustained growth of the Group.
Closing price of the Shares on the date of grant:	HK$78.9 per Share
Vesting schedule(s):	With respect to the total of 3,624,470 Incentive Shares granted by the Company, the vesting schedule is as follows: (i) no more than 1,959,832 Incentive Shares shall vest on September 30, 2026; (ii) no more than 1,003,463 Incentive Shares shall vest on the day following the expiration of 12 months from the date of grant; (iii) no more than 542,865 Incentive Shares shall vest on the day following the expiration of 24 months from the date of grant; and (iv) no more than 118,310 Incentive Shares shall vest on the day following the expiration of 36 months from the date of grant.
Vesting conditions:	The vesting of the Incentive Shares granted to an Incentive Participant shall be determined by the Board in its discretion in the Share Grant Agreement executed between the Company and the Incentive Participant, which shall specifically include: (i) the Incentive Participant's continued service with the Company for a certain period of time after receiving the Incentive Shares; (ii) the Incentive Participant having achieved the agreed annual performance targets; (iii) other conditions as confirmed by the Board or its delegates.

Performance target:

(i) 1,959,832 Incentives to be granted to certain employees (including the four executive Directors) shall be vested on the day of fulfillment of performance target by the Grantees to be appraised and confirmed by the Board (or the Delegates of the Board). The Group has implemented performance review mechanism for its employees to evaluate their performance and contribution to the Group twice a year. Each year in March and September, appraisals will be conducted involving employees, their supervisors and peers according to their job positions. During this process, its employees, including the Grantees, will receive a performance grade based on their relevant goal setting, planning and execution. R&D related employees are primarily evaluated on the mass production and delivery of R&D projects and the output of innovative R&D achievements while other employees are primarily evaluated on departmental performance and work outcomes. The Incentives granted to each of the Grantees shall vest upon achieving a performance grade of B or above, which is stipulated in the Share Grant Agreement received by each of them. Hence, as the grants of Incentives are subject to performance-based vesting conditions in lieu of time-based vesting criteria, the vesting period of the Incentives for such employees (including the four executive Directors) could be less than 12 months, with the earliest vesting time set for September 2026;

(ii) 1,640,172 Incentives shall be vested based on different mixed vesting schedules spanning from 12 months to 36 months after the date of grant, with performance targets including achieving a performance grade of B or higher and achieving specific sales performance target for 2026; and

(iii) 24,466 Incentives shall be vested based on different mixed vesting schedules spanning from 12 months to 24 months after the date of grant, without any performance targets.

The Board and the remuneration committee of the Board are of the view that the vesting period (including the circumstances in which a shorter vesting period may apply above) could motivate and provide incentives to the Grantees and to attract and retain the best available personnel for the Group, which is appropriate, and aligns with the market practice and the purpose of the Share Incentive Scheme.

With respect to (iii) above, the number of Incentives to be granted was determined with reference to the work performance and potential of the Grantees and no additional performance target is imposed before the Incentives are vested to the Grantees. In view of the above, the remuneration committee of the Company considers that the grant of Incentives to such Grantees without performance targets are appropriate, consistent with the Company's remuneration policy and align with the purpose of the Share Incentive Scheme.

Clawback mechanism: Subject to otherwise provided under the Share Incentive Scheme, the Board (or the Delegates of the Board) may, at its sole discretion, determine the clawback mechanism of any Incentive Share or the extension of the vesting period of an Incentive Share, if any of the following events (among others) occurs, regardless of whether such event is due to the action (or omission) of any Grantee:

(a) there's a material misstatement in the audited financial statements of the Company that requires a restatement;

(b) where the grant or vesting of any Incentive is linked to any performance targets and the Board or the Delegates of the Board is/are of the opinion that there occur any circumstances that show or lead to any of the prescribed performance targets having been assessed or calculated in a materially inaccurate manner;

(c) in the reasonable opinion of the Board or the Delegates of the Board, an Incentive Participant has violated the terms of the Share Incentive Scheme or the terms of the grant of Incentive(s) as set out in the Share Grant Agreement; or

(d) where the Company is required to exercise a clawback in accordance with the Applicable Laws (including without limitation the Listing Rules) and/or pursuant to a request from any regulatory authority (including without limitation the Stock Exchange). Under the above circumstances, the Board or the Delegates of the Board may (but is not obliged to) by notice in writing to the Incentive Participant concerned clawback such number of Incentives (to the extent not being vested) granted as the Board or the Delegates of the Board may consider appropriate. The Incentives that are clawed back pursuant to this paragraph shall be regarded as lapsed and the Incentives so clawed back will not be regarded as utilised for the purpose of calculating the Scheme Mandate Limit.

The H Shares to be allotted, issued and/or transferred under the conditional grant of Incentives shall be identical to all existing issued H Shares, will rank pari passu with the other fully paid H Shares in issue and shall have the same voting, dividend, transfer and other rights, including those arising on liquidation of the Company as attached to the fully paid H Shares in issue and rights in respect of any dividend or other distributions, on the date the name of the Grantee is registered on the register of members of the Company or, if that date falls on a day when the register of members of the Company is closed, the first day of the re-opening of the register of members, save that the Grantee shall not have any voting rights, or rights to participate in any dividends or distributions (including those arising on a liquidation of the Company) declared or recommended or resolved to be paid to the Shareholders on the register on a date prior to such registration.

REASONS FOR AND BENEFITS OF THE GRANT OF THE INCENTIVES

The grant of Incentive has been approved by the Board (including the independent non-executive Directors) when it considered the adoption of the Share Incentive Scheme.

The purpose of the grant of Incentives is to align the interests of the Grantees with those of the Group through ownership of Shares, dividends and other distributions paid on Shares and/or the increase in value of the Shares, and to encourage and retain the Grantees to make contributions to the long-term growth and profits of the Group.

Considering that the Grantees are employees of the Group that have played pivotal roles in the Company's development, their past and current contributions, as well as their future importance in the Company's strategy and operations, the Company believes that the grant of Incentives will incentivise them to continue to create value for the Group and achieve the Group's long-term goals.

In view of the above, the Board (including all the independent non-executive Directors) is of the view that the terms of the grant of Incentives to the Grantees are fair and reasonable and in the interest of the Company and its Shareholders as a whole.

LISTING RULES IMPLICATIONS

Save as disclosed in this announcement, 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 has options and awards granted and to be granted exceeding the 1% individual limit under the Listing Rules; and (iii) no financial assistance has been provided by the Group to the Grantees for the purchase of the Incentive Shares under the H Share Incentive Scheme.

NUMBER OF SHARES AVAILABLE FOR FUTURE GRANT

After the grant of the Incentives, an aggregate of 46,715,667 H Shares will be available for further grant pursuant to the scheme mandate limit under the H Share Incentive Scheme.

DEFINITIONS

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

"Board"	the board of Directors
"Company"	UBTECH ROBOTICS CORP LTD (深圳市優必選科技股份有限公司) (formerly known as Shenzhen UBTECH Technology Co., Ltd.* (深圳市優必選科技有限公司)), a limited liability company established under the laws of the PRC on March 31, 2012 and converted into a joint stock company with limited liability on March 29, 2019, the H Shares of which are listed on the Main Board of the Stock Exchange (stock code: 9880)
"Delegates of the Board"	the person(s) to which the Board has delegated its authority (as applicable) to administer the Share Incentive Scheme, being the chairman of the Board of the Company or such other person(s) authorized by the Board
"Director(s)"	the director(s) of the Company
"Group"	the Company and its subsidiaries
"Incentive"	an incentive granted by the Board or the Delegates of the Board to an Incentive Participant of a conditional right for such Incentive Participant to receive such number of Incentive Shares, subject to the satisfaction of vesting conditions and such other terms and conditions, as the Board or the Delegates of the Board may in its absolute discretion determine
"Listing Rules"	The Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited
"PRC"	the People's Republic of China, and for the purpose of this announcement, excluding Hong Kong, Macau and Taiwan regions
"RMB"	Renminbi, the lawful currency of the PRC
"Share Incentive Scheme"	the H Share Incentive Scheme of UBTECH ROBOTICS CORP LTD approved by the Shareholders on August 26, 2026

"Share(s)"	ordinary share(s) with nominal value of RMB1.00 each in the share capital of the Company
"Share Grant Agreement"	share grant agreement to be entered into between the Company and each Incentive Participant in respect of the offer of each Incentive
"Shareholder(s)"	holder(s) of Share(s)
"Stock Exchange"	The Stock Exchange of Hong Kong Limited
"substantial shareholder(s)"	has the meaning ascribed thereto under the Listing Rules
"%"	per cent

* *for identification purpose only*

By order of the Board
UBTECH ROBOTICS CORP LTD
Jian ZHOU
Chairman, Executive Director and Chief Executive Officer

Shenzhen, the PRC, September 14, 2026

As at the date of this announcement, the Board comprises (i) Mr. Zhou Jian, Mr. Liu Ming, Mr. Deng Feng and Dr. Xiong Youjun as executive directors; (ii) Mr. Xia Zuoquan, Mr. Zhou Zhifeng and Mr. Lu Kuan as non-executive directors; and (iii) Dr. He Jia, Dr. Yao Xin, Dr. Dong Xiuqin and Dr. Xiong Hui as independent non-executive directors.