Fortior Technology (Shenzhen) Co., Ltd.
峰岹科技(深圳)股份有限公司

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

(Stock code: 1304)

ANNOUNCEMENT ON THE FIRST GRANT UNDER THE 2026 A SHARE RESTRICTED SHARE INCENTIVE SCHEME

Reference is made to (i) the announcement of Fortior Technology (Shenzhen) Co., Ltd. (the "**Company**") dated 20 August 2026 in relation to the proposed adoption of the 2026 A Share Restricted Share Incentive Scheme; (ii) the circular dated 28 August 2026 (the "**Circular**"); and (iii) the announcement dated 14 September 2026 in relation to the poll results of the extraordinary general meeting. Unless otherwise defined herein, capitalised terms used in this announcement shall have the same meanings as those defined in the Circular.

The 2026 A Share Restricted Share Incentive Scheme was approved at the extraordinary general meeting held on 14 September 2026. Pursuant to the 2026 A Share Restricted Share Incentive Scheme, the Company approved the grant of an aggregate of 1,970,000 Restricted Shares to 301 persons (each a "**Grantee**" and collectively, the "**Grantees**") on 16 September 2026, comprising (i) 65,000 Restricted Shares to Mr. BI Lei, the Chairman of the Board and an executive Director of the Company, (ii) 10,000 Restricted Shares to Dr. BI Chao, an executive Director of the Company (each a "**Director Grant**" and collectively, the "**Director Grants**"), and (iii) an aggregate of 1,895,000 Restricted Shares to 299 other employees (collectively, the "**Grants**").

FIRST GRANT OF RESTRICTED SHARES UNDER THE 2026 A SHARE RESTRICTED SHARE INCENTIVE SCHEME

The Board is pleased to announce that on 16 September 2026, the Board and the Remuneration and Appraisal Committee considered that all grant conditions had been satisfied and confirmed 16 September 2026 as the Grant Date. Details of the Grants are set out below:

Grant Date : 16 September 2026

Grantees and Number of Restricted Shares Granted : 301 Grantees in total, including Directors Mr. BI Lei and Dr. BI Chao, and other employees.

No.	Name	Nationality	Position	Number of Restricted Shares granted *(in ten thousand)*	Percentage to the total number of Restricted Shares to be granted	Percentage to the total number of total share capital as at the date of the announcement of the 2026 A Share Restricted Share Incentive Scheme
I. Directors, Senior Management, Core Technical Personnel						
1	BI Lei	Singapore	Chairman of the Board, General Manager, Core Technical Personnel	6.5	3.25%	0.06%
2	BI Chao	Singapore	Director, Chief Technology Officer, Core Technical Personnel	1	0.50%	0.01%
3	Li Baorong	PRC	Core Technical Personnel	5	2.50%	0.04%
4	Sun Yunzi	PRC	Secretary of the Board	2	1.00%	0.02%
5	Zhang Hongmei	PRC	Chief Financial Officer	4	2.00%	0.03%
II. Other Grantees						
Technical (Business) Backbone (296 persons)				178.5	89.25%	1.55%
Total Number of Restricted Shares under the First Grant (301 persons in total)				197	98.50%	1.71%

Notes:

1. The cumulative number of Shares of the Company granted to any one Grantee above under all equity incentive schemes during their valid periods does not exceed 1% of the total share capital of the Company. The total number of underlying Shares involved in all incentive schemes of the Company during their valid periods does not exceed 10% of the total share capital of the Company.

2. The proposed Grantees under the 2026 A Share Restricted Share Incentive Scheme exclude: Independent Non-executive Directors.

3. Any discrepancies in the last digit between certain totals in the table above and the sum of the corresponding line items are due to rounding.

Grant Price of Restricted Shares	:	RMB100 per Share
Closing Price of A Shares on the Grant Date	:	RMB187.56 per A Share
Source of Restricted Shares	:	The incentive instruments adopted are Type II Restricted Shares. The source of the underlying Shares under the 2026 A Share Restricted Share Incentive Scheme is the ordinary A Shares to be issued by the Company to the Grantees and/or ordinary A Shares repurchased from the secondary market.
Vesting Period	:	The vesting period and vesting arrangements of the Restricted Shares are set out in the table below:

Vesting arrangement	Vesting period	Percentage of vesting numbers to the vested interests
First Vesting Period	Commencing from the first trading day upon the expiry of 12 months from the date of First Grant to the last trading day upon the expiry of 24 months from the date of First Grant	30%
Second Vesting Period	Commencing from the first trading day upon the expiry of 24 months from the date of First Grant to the last trading day upon the expiry of 36 months from the date of First Grant	30%
Third Vesting Period	Commencing from the first trading day upon the expiry of 36 months from the date of First Grant to the last trading day upon the expiry of 48 months from the date of First Grant	40%

Performance Targets : The performance assessment indicators of the 2026 A Share Restricted Share Incentive Scheme consist of two levels, namely the company level and the individual level. The Company will determine whether a Grantee has satisfied the vesting conditions based on the Grantee's performance assessment results for the previous assessment year. For details, please refer to the section headed "Letter from the Board – 1. Proposed Adoption of the 2026 A Share Restricted Share Incentive Scheme – VII. (1) Granting and vesting conditions for Restricted Shares – (2) Vesting conditions of the Restricted Shares" in the Circular.

Clawback Mechanism : **(1) Treatment upon changes in the Company's circumstances**

1. In the event that any of the circumstances below occurs to the Company, the 2026 A Share Restricted Share Incentive Scheme shall be terminated, and the Restricted Shares that have been granted to the Grantees but not yet vested shall not be vested and shall be cancelled:

    (1) an audit report on the financial and accounting report for the most recent financial year in which a certified public accountant issued an adverse opinion or was unable to express an opinion;

    (2) an audit report on internal control over financial reporting for the most recent financial year in which a certified public accountant issued an adverse opinion or was unable to express an opinion;

    (3) in the most recent 36 months upon listing, there have been cases of failure to distribute profits according to laws and regulations, the Articles of Association and public undertakings;

    (4) laws and regulations stipulate that share incentives shall not be implemented;

    (5) other circumstances where the share incentive schemes should be terminated as determined by the CSRC.

2. The 2026 A Share Restricted Share Incentive Scheme shall remain unchanged if any of the following events occurs to the Company:

   (1) a change of control of the Company;

   (2) a merger or division of the Company.

3. Where false statements or misleading statements in or material omissions from the information disclosure documents of the Company result in non-compliance with conditions for the grant or vesting of Restricted Shares, the Restricted Shares granted to Grantees but not yet vested shall not be vested. In respect of the Restricted Shares already vested, the Grantees concerned shall return to the Company all interests gained. The Board shall recover the income of Grantees in accordance with the provisions of the preceding paragraph. The Grantees who bear no responsibility for the aforesaid matters and who incur losses as a result of the return of interests may seek compensation from the Company or responsible parties in accordance with the relevant arrangements under the 2026 A Share Restricted Share Incentive Scheme.

(2) Change in personal particulars of the Grantees

1. If a Grantee has undergone a change of position but he/she still works in the Company or subsidiaries of the Company, the vesting of Restricted Shares granted to him/her shall be carried out in accordance with the procedures stipulated in the 2026 A Share Restricted Share Incentive Scheme prior to the change of his/her position(s). However, if the Grantee's position(s) has changed due to his/her incompetence to his/her position, violation of laws, violation of professional ethics, leakage of confidential information of the Company, dereliction of duty or malfeasance, serious violation of the Company's system and other acts that damage the interests or reputation of the Company, or the Company or subsidiaries of the Company terminate the labour or employment relationship with the Grantee due to the above reasons, the Restricted Shares that have been granted to the Grantee but not yet vested shall not be vested and shall be cancelled.

2. If a Grantee resigns, including circumstances of voluntary resignation, resignation due to layoffs of the Company, labour contract expired and no longer renewed, dismissal due to personal fault, negotiated termination of labour contract or employment agreement, Restricted Shares that have been granted to the Grantee but not yet vested since the date of resignation shall not be vested and shall be cancelled. The Grantee shall pay the Company the individual income tax involved in the vested Restricted Shares before resignation.

   Personal fault includes, but is not limited to, the following acts, for which the Company is entitled to recover from the Grantee, depending on the gravity of the circumstances, with respect to the consequential losses in accordance with the provisions of the relevant laws:

   Violation of employment contracts, confidentiality agreements, non-competition agreements or any other similar agreements with the Company or its affiliates; violation of the laws of the country of residence, circumstances resulting in criminal offenses or other adverse circumstances affecting the performance of duties.

3. If a Grantee retires normally in accordance with national laws and regulations and the Company's requirements (including subsequently re-employed by the Company after retirement or continues to provide labour services for the Company in other forms), and provided that such Grantee complies with the confidentiality obligation and has no behaviour that harms the Company's interests, the Restricted Shares granted to him/her shall remain valid and shall be vested in accordance with the procedures stipulated in the 2026 A Share Restricted Share Incentive Scheme. Upon occurrence of the circumstances described in this clause, if the Grantee has no individual performance assessment, the conditions for his/her individual performance assessment shall no longer be included in the vesting conditions; if the Grantee has an individual performance assessment, his/her individual performance assessment shall remain as one of the vesting conditions for the Restricted Shares.

4. The resignation of a Grantee due to his/her incapacity shall be dealt with in the following two circumstances:

   (1) When a Grantee resigns due to incapacity in performing his/her duties, the vesting of Restricted Shares granted to him/her shall be carried out in accordance with the procedures stipulated in the 2026 A Share Restricted Share Incentive Scheme prior to the incapacity. His/her personal performance assessment conditions shall not be included in the vesting conditions. The Grantees shall pay to the Company the individual income tax in relation to the Restricted Shares that have been vested before resignation, and the individual income tax in relation to the Restricted Shares to be vested in the current period shall be paid in advance each time the vesting is effected.

(2) When a Grantee resigns due to incapacity not resulting from performance of duties, the Restricted Shares that have been granted to the Grantee but not yet vested shall not be vested. Prior to the resignation of the Grantees, the Grantees shall pay to the Company the individual income tax involved in the Restricted Shares that have been vested.

5. The death of a Grantee shall be dealt with in the following two circumstances:

   (1) If a Grantee dies in the course of performing his/her duties, the Restricted Shares granted to him/her shall be inherited by his/her designated successor or legal successor and shall be vested in accordance with the procedures stipulated in the Scheme prior to the death of the Grantee. His/her personal performance assessment conditions shall no longer be included in the vesting conditions. The successor shall pay to the Company the individual income tax in respect of the Restricted Shares vested before the inheritance, and the individual income tax in respect of the Restricted Shares to be vested in the current period shall be paid in advance each time the vesting is effected.

   (2) If a Grantee dies other than due to his/her duty, the Restricted Shares that have been granted to the Grantee but have not yet been vested shall not be vested on the date of occurrence of such event. The Company is entitled to request the successors of the Grantee to pay the individual income tax in respect of the Restricted Shares that have been vested with the inheritance.

6. Other unspecified circumstances not stipulated in the 2026 A Share Restricted Share Incentive Scheme shall be determined by the Board and its treatment method shall be determined.

Financial Assistance	:	The Company has not made any arrangements to provide financial assistance to the Grantees to facilitate their purchase of the incentive shares under the 2026 A Share Restricted Share Incentive Scheme.

Each of the Director Grants has been approved by the independent non-executive Directors. None of the Director Grants will result in the aggregate number of Restricted Shares granted or to be granted to each of relevant Directors during the 12-month period up to and including the Grant Date exceeding 0.1% of the issued Shares.

To the best of the Board's knowledge, information and belief, as at the date of this announcement, save as disclosed above, none of the Grantees is (i) a director, chief executive officer, substantial Shareholder or their respective associates (as defined under the Listing Rules) of the Company; (ii) a Participant who, during the 12-month period up to and including the Grant Date, has been or will be granted options and awards representing in aggregate more than 1% of the issued Shares of the relevant class (the individual limit) in accordance with Rule 17.03D of the Listing Rules; or (iii) a related entity Participant or service provider who has been or will be granted options and awards representing in aggregate more than 0.1% of the issued Shares of the relevant class during any 12-month period.

REASONS FOR AND BENEFITS OF THE GRANTS

The Grants are intended to improve the Company's incentive mechanism, further enhance employees' initiative, creativity and cohesion, promote the continuous business growth of the Company, and achieve development through enhancing the value of the Company and benefiting its employees.

NUMBER OF A SHARE RESTRICTED SHARES AVAILABLE FOR FUTURE GRANTS

As of the date of this announcement, following the First Grant of Restricted Shares under the 2026 A Share Restricted Share Incentive Scheme, the number of A Share Restricted Shares available for future grants under the Scheme Mandate Limit is 30,000 Shares.

By Order of the Board
Fortior Technology (Shenzhen) Co., Ltd.
BI Lei
Chairman of the Board

Hong Kong, 16 September 2026

As of the date of this announcement, the Directors are: (i) Mr. BI Lei and Dr. BI Chao as executive Directors, and (ii) Dr. LIN Mingyao, Dr. NIU Shuangxia and Mr. CHEN Jingyang as independent non-executive Directors.