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WUXI LEAD INTELLIGENT EQUIPMENT CO., LTD.
無錫先導智能裝備股份有限公司

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

(Stock Code: 0470)

GRANT OF AWARDS UNDER THE 2026 H SHARE INCENTIVE PLAN

Reference is made to the announcement of Wuxi Lead Intelligent Equipment Co., Ltd. (the "**Company**") dated July 20, 2026 (the "**Announcement**") and the circular of the Company dated August 24, 2026 (the "**Circular**") in relation to, among other things, the proposed adoption of the 2026 H Share Incentive Plan. Unless the context requires otherwise, capitalised terms used in this announcement shall have the same meanings as those defined in the Circular.

The 2026 H Share Incentive Plan was approved at the 2026 second extraordinary general meeting held on September 10, 2026.

GRANT OF AWARDS UNDER THE 2026 H SHARE INCENTIVE PLAN

The Board is pleased to announce that, on September 18, 2026, the Company granted a total of 6,724,600 restricted share units ("**Awards**") under the 2026 H Share Incentive Plan, subject to acceptance by the Grantees. Details are set out as follows:

Grant Date	:	September 18, 2026
Number of Grantees	:	1,212 Grantees, comprising (i) five Grantees who are Directors, the chief executive and an associate. and (ii) 1,207 other employees of the Group.
Number of H Shares subject to the Awards granted	:	6,724,600 H Shares
Purchase price	:	Nil
Closing price of the H Shares on the Grant Date	:	HK$28.16 per H Share

Source of the Award Shares	:	The Award Shares will be satisfied by treasury H Shares.
Vesting period	:	The Awards granted shall vest in accordance with the following schedule: (i) 30% of the Awards granted shall vest on the date that is 12 months from the Grant Date; (ii) 30% of the Awards granted shall vest on the date that is 24 months from the Grant Date; and (iii) 40% of the Awards granted shall vest on the date that is 36 months from the Grant Date.
Performance targets	:	The Awards shall be subject to the achievement of certain performance appraisal indicators and other requirements set out in the respective grant letters entered into between the Grantees and the Company (including the performance of the Company and the individual performance of the Grantees) before vesting. The Board or the Plan Administrator shall conduct assessments from time to time by comparing actual performance against the predetermined targets to determine whether, and to what extent, such targets have been achieved. For the avoidance of doubt, all Awards granted hereunder are subject to performance targets.
Clawback mechanism	:	In any of the following circumstances: (a) the Grantee ceases to be an Eligible Participant because: (i) the employment or engagement of the Grantee with any member of the Group is terminated for cause or without notice; or (ii) the Grantee is charged with, penalized for or convicted of an offense, or is charged with, penalized for or convicted of an offense involving the integrity or honesty of the Grantee; (b) the Board or the Plan Administrator reasonably believes that the Grantee has materially breached any applicable laws, regulations and rules, or any internal policy or guideline of, or agreement with, any member of the Group, including any non-compete obligation imposed by the Group on the Grantee, and such breach is regarded as material; (c) the Board or the Plan Administrator reasonably believes that the Grantee has engaged in serious misconduct or materially breached the terms of the Plan;

(d) the Board or the Plan Administrator reasonably believes that the Award granted to the Grantee is no longer appropriate and consistent with the purposes and objectives of the Plan; or

(e) the Company is required to exercise a clawback pursuant to the applicable laws, regulations and rules and/or at the request of any regulatory authority, including but not limited to the Hong Kong Stock Exchange,

the Board or the Plan Administrator may, in its absolute discretion, determine that: (A) any Award granted but not yet vested shall immediately lapse; and (B) in respect of any H Shares delivered or cash amount paid to the Grantee under the Plan, the Grantee shall return to the Company or its nominee: (1) an equivalent number of H Shares; (2) cash equal to the market value of such H Shares or the amount of such cash payment; or (3) a combination of paragraphs (1) and (2) above. For the avoidance of doubt, all Awards granted hereunder are subject to the clawback mechanism.

Financial assistance : The Group has not provided any financial assistance to the Grantees to facilitate their purchase of H Shares under the 2026 H Share Incentive Plan.

Of the 6,724,600 Awards granted, 186,000 Awards were granted to Directors, chief executive and an associate, and the remaining 6,538,600 Awards were granted to the other employees of the Group, details of which are set out below:

Identity/type of Grantees	**Number of Awards granted**	**Percentage of the H Shares of the Company in issue as at the date of this announcement (excluding treasury H Shares) (%)**	**Approximate percentage of the total number of Shares of the Company in issue as at the date of this announcement (excluding Treasury Shares)(%)**
Mr. Wang Yanqing *(Executive Director and Chief Executive Officer)*	100,000	0.09	0.01
Mr. Wang Lei *(Executive Director)*	33,000	0.03	0.00
Mr. Wang Jianxin *(Executive Director)*	12,000	0.01	0.00
Mr. You Zhiliang *(Executive Director)*	8,000	0.01	0.00
Ms. Gong Chenyu *(Senior Vice President)*[(Note)]	33,000	0.03	0.00
Other employees	6,538,600	6.08	0.39
Total	**6,724,600**	**6.25**	**0.40**

Note: Ms. Gong Chenyu is the spouse of Mr. Wang Lei and is therefore an associate of Mr. Wang Lei under the Listing Rules.

REASONS FOR AND BENEFITS OF THE GRANT

The grant of the Awards to the Grantees under the 2026 H Share Incentive Plan provides the Company with a flexible means of motivating, retaining and providing benefits to the Grantees, and may encourage them to contribute to the long-term development, performance and profits of the Company. The grant of the Awards also aligns the Grantees' long-term interests with that of the Shareholders.

Based on the foregoing, the Company considers that the grant to the Grantees is fair and reasonable, in the interests of the Company and the Shareholders as a whole, and consistent with the purposes of the 2026 H Share Incentive Plan.

IMPLICATIONS UNDER THE LISTING RULES

The grant of Awards to the Directors, chief executive and the associate disclosed above has been reviewed and approved by the independent non-executive Directors pursuant to Rule 17.04(1) of the Listing Rules and the terms of the 2026 H Share Incentive Plan.

Save as disclosed above, to the best of the Directors' knowledge, information and belief, having made all reasonable enquiries, as at the date of this announcement, none of the Grantees is: (i) a Director, chief executive or substantial Shareholder of the Company, or an associate of any of them; (ii) a participant who has been granted and will be granted options and awards in excess of the 1% Individual Limit under Rule 17.03D of the Listing Rules; or (iii) a related entity participant or service provider who has been granted and will be granted options and awards in any 12-month period exceeding 0.1% of the total number of the relevant class of Shares in issue (excluding Treasury Shares). None of the above grants of Awards is subject to approval by the Shareholders.

NUMBER OF SHARES AVAILABLE FOR FUTURE GRANTS

The maximum number of H Shares underlying the awards available for grant under the 2026 H Share Incentive Plan is 7,000,000 H Shares. Following the above grant, as at the date of this announcement, an aggregate of 275,400 H Shares underlying the awards will remain available for future grant under the Scheme Mandate Limit, and no service provider sublimit has been established under the 2026 H Share Incentive Plan.

By order of the Board
WUXI LEAD INTELLIGENT EQUIPMENT CO., LTD.
Mr. Wang Yanqing
Chairman of the Board, Executive Director and Chief Executive Officer

Hong Kong, September 18, 2026

As at the date of this announcement, the Board comprises: (i) Mr. Wang Yanqing, Mr. Wang Jianxin, Mr. You Zhiliang and Mr. Wang Lei as executive directors; and (ii) Ms. Zhang Mingyan, Mr. Dai Jianjun and Ms. Wong Sze Wing as independent non-executive directors.