LAUNCH

深圳市元征科技股份有限公司
LAUNCH TECH COMPANY LIMITED*

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

(Stock code: 2488)

SUPPLEMENTAL ANNOUNCEMENT IN RELATION TO THE ANNUAL REPORT FOR THE YEAR ENDED 31 DECEMBER 2025

Reference is made to (a) the circular (the "**Circular**") of Launch Tech Company Limited (the "**Company**", which together with its subsidiaries, the "**Group**") dated 11 December 2025 and the poll results announcement dated 29 December 2025 with respect to, among others, the adoption of a new H share award and trust scheme (the "**H Share Award and Trust Scheme**"); and (b) the annual report of the Company for the year ended 31 December 2025 (the "**2025 Annual Report**") dated 25 March 2026.

The Company would like to supplement the following additional information with respect to the H Share Award and Trust Scheme. Unless the context requires otherwise, capitalised terms used herein shall bear the same meanings as defined in the Circular and the 2025 Annual Report.

The H Share Award and Trust Scheme

To attract and motivate extensively skilled and experienced qualified employees such as core backbones, Directors, senior management and key management of the Group to continuously strive for the continuing operation and development of the Company in the future, in accordance with the relevant requirements of the Company Law of the People's Republic of China, the Securities Law of the People's Republic of China and other applicable laws, regulations, regulatory documents and the Articles of Association, the Company has formulated the H Share Award and Trust Scheme.

On 29 December 2025, the Shareholders passed the special resolutions at the EGM to approve the adoption of the H Share Award and Trust Scheme. For details of the adoption of the H Share Award and Trust Scheme, please refer to the Circular.

(i) Purpose of the H Share Award and Trust Scheme

The H Share Award and Trust Scheme was established by the Group to award eligible employees, who could be core backbone members, Directors, senior management and key management personnel of the Group. The purposes of the H Share Award and Trust Scheme are:

(a) to attract and motivate extensively skilled and experienced core backbone members of the technicians and management to continuously strive for the continuing operation and development of the Company in the future;

(b) to deepen the reform on the Company's remuneration system, and to develop and constantly improve the interests balance mechanism among the Shareholders, the operational and executive management; and

(c) to recognize the contributions of the management and long-term employees of the Company including the Directors; to encourage, motivate and retain the management and long-term employees of the Company whose contributions are beneficial to the continual operation, development and long-term growth of the Company; and to provide additional incentive for the management and long-term employees of the Company by aligning the interests of employees, management, Shareholders to that of the Company as a whole.

(ii) Participants of the H Share Award and Trust Scheme

Selected Participants include eligible employee who, in accordance with Rule 6 of the H Share Award and Trust Scheme, is approved for participation in the H Share Award and Trust Scheme and has been granted any corresponding Award under the H Share Award and Trust Scheme.

The coverage of Selected Participants:

(a) Eligible staff working in the Company and/or its subsidiary;

(b) Directors (other than independent non-executive Directors);

(c) Senior management.

(iii) Scheme Limit

The maximum limit under the H Share Award and Trust Scheme shall be the highest numbers of H Shares acquired by the Trustee through on-market transactions at the prevailing market price in accordance with Rule 8.1 of the H Share Award and Trust Scheme from time to time, and in any event not more than 10,000,000 H Shares (the "**Scheme Limit**"). The Company shall not make any further grant of the Award which would otherwise cause the total numbers of such H Shares (excluding the lapsed Award Shares under the H Share Award and Trust Scheme) in respect of which all the grants are to be made under the H Share Award and Trust Scheme exceeds the Scheme Limit on the premise of no approvals are obtained from the Shareholders.

(iv) Maximum Entitlement of each participant under the of the H Share Award and Trust Scheme

Subject to the relevant terms and conditions of the H Share Award and Trust Scheme, including the Scheme Limit, the eligibility of the Selected Participant, and the supervision of the Remuneration Committee, the number of H Shares (including the maximum number of Award) to be awarded may be determined by the Board and/or its Delegatee(s) at its absolute discretion.

(v) Vesting Period

The vesting period for the Award Shares is one year commencing from the first trading day after expiry of 12-month from the grant date, and the Award Shares will be vested 100%. The vesting period of the Award Shares may be adjusted by the Board and/or its Delegatee(s) as it deems appropriate in its sole discretion, subject to compliance with all applicable laws, rules and regulations.

The vesting of the Award Shares is conditional on the implementation after achievement of the performance appraisal indicators at the Company's level and the performance appraisal indicators at the individual's level.

(vi) Amount Payable on Acceptance of the Award

The Board or the Delegatee(s) shall have the power from time to time to determine the terms and conditions of the Awards to be granted.

Save as otherwise stated in the Award Letter, specifying the grant date, the manner of acceptance of the Award, the value of the Award and/or number of Award Shares underlying the Award (with the basis on which the number of Award Shares underlying the Award is arrived at), the reason of the Award, the vesting criteria and conditions, and the Vesting Date and such other details, terms and conditions as they may consider necessary and in compliance with the H Share Award and Trust Scheme, no amount will be payable by the Selected Participants on acceptance of the Award.

The Awards granted to the Selected Participants shall be held by the Trustee on trust for the benefit of the Selected Participants, and the Trustee shall, for the purposes of vesting of the Award and upon the instruction of the Board and/or the Delegatee(s), release from the Trust the Award Shares to the Selected Participants or sell the number of Award Shares so vested through on-market transactions at the prevailing market price and pay the Selected Participants the proceeds arising from such sale in accordance with Rule 9 of the H Share Award and Trust Scheme and relevant provisions under the Trust Deed.

Any stamp duty arising on vesting and transfer of the Award Shares to or for the benefit of the Selected Participants or expenses arising on the management of the trust scheme shall be borne by the Company. Any duty or other direct costs and expenses arising on the sale of the Award Shares due to the vesting shall be borne by the Selected Participant.

(vii) Remaining Life of the H Share Award and Trust Scheme

The H Share Award and Trust Scheme shall be effective from the Adoption Date (i.e. 29 December 2025) with the period of validity for ten years.

As at 31 December 2025, no Award was granted to any Selected Participant. Accordingly, no Award Share was granted and/or vested to any Selected Participant as at 31 December 2025.

Save as disclosed in this announcement, all other information set out in the 2025 Annual Report remains unchanged.

By Order of the Board of
Launch Tech Company Limited
Liu Xin
Chairman

Hong Kong, 21 September 2026

As at the date of this announcement, the board of directors of the Company comprises Mr. Liu Xin (Chairman), Ms. Huang Zhao Huan and Mr. Jiang Shiwen as executive Directors, Mr. Liu Guozhu as employee Director, Mr. Peng Jian as non-executive Director, and Ms. Zhang Yanxiao, Ms. He Xujin and Mr. Bin Zhichao as independent non-executive Directors.

* *for identification purpose only*