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FS.COM Limited

深圳市飛速創新技術股份有限公司

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

(Stock Code: 3355)

GRANT OF SHARE AWARDS PURSUANT TO H SHARE AWARD SCHEME

This announcement is made by FS.COM Limited (the “**Company**”, together with its subsidiaries, the “**Group**”) pursuant to Rules 17.06A, 17.06B and 17.06C of the Rules Governing The Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Listing Rules**”).

Grant of Share Awards

The board of directors (the “**Board**”) of the Company is pleased to announce that on September 24, 2026 (the “**Date of Grant**”), the Board resolved to grant share awards (the “**Grant**”) involving a total of 2,560,900 H Shares to 188 employee participants (the “**Grantees**”) pursuant to the H Share Award Scheme (the “**Scheme**”) approved and adopted by the shareholders of the Company (the “**Shareholders**”) at the extraordinary general meeting (the “**EGM**”) on September 16, 2026, subject to acceptance by the Grantees.

A summary of the Grant is set out below:

Date of Grant	September 24, 2026
Grantees	188 employee participants
Number of H Shares involved in the Grant	2,560,900 H Shares
Closing price of the H Shares on the Date of Grant	HKD40.18 per H Share
Purchase Price	HKD20.80 per H Share

Vesting period and vesting arrangements	Subject to the satisfaction of the performance target as set out in the below: (i) 30% shall vest upon the expiry of 12 months from the Date of Grant; (ii) 30% shall vest upon the expiry of 24 months from the Date of Grant; and (iii) 40% shall vest upon the expiry of 36 months from the Date of Grant.
Performance target	The share awards, upon each vesting, shall be subject to the performance targets set out in the grant letters entered into between the Company and each Grantee respectively, i.e. requiring an individual performance appraisal result of B+ or above for the relevant year, continuous fulfillment of the responsibilities and performance expectations corresponding to their position level, and their performance reaching the average level of the team.
Clawback mechanism	The share awards under the Grant are subject to the clawback mechanism set out in the Scheme and the relevant grant letter. If a Grantee voluntarily ceases continuous service with the Group or is at fault, provides services to or invests in a competing entity, breaches non-competition, confidentiality or other similar obligations, commits a material breach of the relevant agreements or the rules and regulations of the Group, fails to properly perform duties, engages in unlawful or improper conduct that damages the interests or reputation of the Group, maliciously damages the materials or resources of the Group, or engages in any other conduct which the administrative body determines in good faith to reasonably justify the termination of his/her employment contract, service agreement or other contracts, the Company may, pursuant to the Scheme and the relevant grant letter, cancel or claw back all or part of the share awards, require the Grantee to return all or part of the cash profits derived from the sale of the vested Awarded Shares, deduct an equivalent amount from any sums payable by the Group to the Grantee, repurchase the relevant Award Shares and interests at a consideration determined by the Administrative Body, and/or take legal action to recover the relevant benefits.
Financial assistance	Neither the Company nor any of its subsidiaries has provided any financial assistance to any Grantee to facilitate the purchase of Shares under the Scheme.

Information on Grantees

To the best of the Directors' knowledge, information and belief having made all reasonable enquiries, 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 with options and awards granted and to be granted exceeding the 1% individual limit (excluding treasury shares) under Rule 17.03D of the Listing Rules; or (iii) a related entity participant or service provider with options and awards granted and to be granted in any 12-month period exceeding 0.1% of the issued shares of the Company (excluding treasury shares).

Reasons for and Benefits of the Grant

The purpose of the Grant is to attract and retain outstanding talents, and encourage the Grantees to make contributions to the operating performance and development of the Group, thereby promoting the sustainable development of the Group. The Board is of the view that the terms of the Grant are fair and reasonable and in the interests of the Company and the Shareholders as a whole.

Number of H Shares Available for Future Grant under the Scheme

Prior to the Grant, the number of Shares available for future grant under the Scheme Mandate Limit of the Scheme was 40,415,990 H Shares, representing 10% of the total number of issued Shares of the Company (excluding treasury shares) as at the date of the EGM. Following the Grant, the number of Shares available for future grant under the Scheme Mandate Limit of the Scheme is 37,845,090 H Shares, representing approximately 9.36% of the issued Shares of the Company (excluding treasury shares) as at the date of the EGM.

By Order of the Board

FS.COM Limited

Xiang Wei

Chairman and Executive Director

Guangdong, PRC, September 24, 2026

As at the date of this announcement, the Board of the Company comprises: Mr. Xiang Wei and Mr. Zeng Di as executive Directors; Mr. Peng Chao and Mr. Zhao Pan as non-executive Directors; and Mr. Ran Long, Dr. Guo Fei and Ms. Wang Jing as independent non-executive Directors.