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**Fibocom Wireless Inc.**  
**深圳市廣和通無線股份有限公司**

*(A joint stock company incorporated in the People's Republic of China with limited liability)*  
**(Stock code: 00638)**

**(I) GRANT OF RESTRICTED SHARES UNDER THE 2026  
A-SHARE INCENTIVE PLAN;  
AND  
(II) GRANT OF H-SHARE AWARDS UNDER THE 2026  
H-SHARE AWARD PLAN**

Reference is made to (i) the announcement and circular of Fibocom Wireless Inc. (the **"Company"**) dated 4 September 2026 in relation to, among other things, the proposed adoption of the 2026 A-Share Restricted Share Incentive Plan (the **"2026 A-Share Incentive Plan"**) and the proposed adoption of the 2026 H-Share Share Award Plan (the **"2026 H-Share Award Plan"**); and (ii) the announcement of the voting results of the third extraordinary general meeting of the Company (the **"EGM"**) dated 28 September 2026, at which the 2026 A-share Incentive Plan, the 2026 H-Share Award Plan and related matters were approved by the shareholders. Unless the context otherwise requires, capitalised terms used in this announcement shall have the same meanings as those defined in the circular.

On 28 September 2026, the Board approved (i) the grant of an aggregate of 2,559,663 restricted shares to participants under the 2026 A-share Restricted Share Incentive Plan; and (ii) the grant of an aggregate of 2,015,713 Award Shares to employee participants under the 2026 H-Share Share Award Plan. Details thereof are set out below in this announcement.

**I. GRANT OF RESTRICTED SHARES UNDER THE 2026 A-SHARE INCENTIVE PLAN**

The Board announces that on 28 September 2026, pursuant to the 2026 A-share Incentive Plan and the authority granted by the shareholders at the extraordinary general meeting, the Company granted a total of 2,559,663 restricted shares (the **"Grant"**) to 242 Participants after adjustment (excluding those who have voluntarily waived the incentive or are disqualified as Participants), including the directors and senior management, middle-level management, and the key technical (business) personnel of the Company (including its branches and controlled subsidiaries). Details of the Grant are set out below:

**Source of Shares:** The source of shares under this Plan is the A-share ordinary shares repurchased by the Company through the special repurchase account.

**Grant Price:** The grant price of the restricted shares is RMB9.93 per share

**Validity Period:** The validity period of this Plan shall commence from the date of completion of grant and registration of the restricted shares and end on the date on which all restricted shares granted to the participants are unlocked or repurchased and cancelled, and shall not exceed 60 months.

**Number of Shares:** The Company grant 2,559,663 restricted shares to the participants, representing 0.285% of the total share capital of the Company of 898,583,044 shares.

**Conditions of the Grant:** The Board has confirmed that all conditions for grant under the 2026 A-share Incentive Plan have been satisfied as at the date of the Grant.

**Participants:** A total of 242 participants are granted the restricted shares under this Plan, comprising: (1) directors and senior management of the Company; (2) middle-level management of the Company; (3) key technical (business) personnel of the Company.

The allocation of the restricted shares granted among the participants is set out in the table below:

| Name                                                                               | Position                                                       | Nationality | Number of Restricted Shares Granted (shares) | Percentage of the Total Shares Granted under this Incentive Plan | Percentage of the Current Total Share Capital |
|------------------------------------------------------------------------------------|----------------------------------------------------------------|-------------|----------------------------------------------|------------------------------------------------------------------|-----------------------------------------------|
| Xu Ning                                                                            | Executive Director and Deputy General Manager                  | PRC         | 158,850                                      | 6.21%                                                            | 0.018%                                        |
| Chen Qihua                                                                         | employee representative                                        | PRC         | 15,885                                       | 0.62%                                                            | 0.002%                                        |
| Chen Shijiang                                                                      | Deputy General Manager and Secretary to the Board of Directors | PRC         | 158,850                                      | 6.21%                                                            | 0.018%                                        |
| Wang Hongyan                                                                       | Deputy General Manager and Chief Financial Officer             | PRC         | 111,195                                      | 4.34%                                                            | 0.012%                                        |
| Chen Shijie<br>(陳世傑)                                                               | middle-level management                                        | Taiwan, PRC | 15,106                                       | 0.59%                                                            | 0.002%                                        |
| Yan Kuanhong<br>(顏寬鴻)                                                              | middle-level management                                        | Taiwan, PRC | 15,106                                       | 0.59%                                                            | 0.002%                                        |
| Other middle-level management and key technical (business) personnel (236 persons) |                                                                |             | 2,084,671                                    | 81.44%                                                           | 0.232%                                        |
| Total                                                                              |                                                                |             | 2,559,663                                    | 100%                                                             | 0.285%                                        |

*Notes:*

1. The number of shares granted to any participant referred to above under all effective equity incentive plans does not exceed 1% of the total share capital of the Company. The aggregate number of underlying shares involved in all effective incentive plans of the Company does not exceed 20% of the total share capital of the Company at the time the equity incentive plan is submitted to the general meeting.
2. The participants under this Plan do not include independent directors or any shareholders, individually or jointly holding 5% or more of the shares of the Company, or de facto controllers, or their respective spouses, parents or children

## **Restriction Period and Unlocking Arrangements of this Plan:**

The restriction period for the restricted shares granted under this Plan shall be 12 months from the date of completion of grant and registration. The restricted shares granted to the participants under this Plan shall not be transferred, provided as security or pledged for debt repayment prior to unlocking.

Upon expiry of the restriction period, the Company shall complete unlocking procedures for participants who meet the unlocking conditions. The restricted shares held by participants who fail to meet the unlocking conditions shall be repurchased and cancelled by the Company.

The unlocking periods and phased unlocking schedule of the restricted shares granted under this Plan are set out in the table below:

| <b>Unlocking Arrangements</b>             | <b>Unlocking Period</b>                                                                                                                                                                                                                         | <b>Unlocking Proportion</b> |
|-------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|
| 1st Unlocking Period of Restricted Shares | Commencing from the first trading day after the expiry of 12 months from the date of completion of grant and registration and ending on the last trading day upon the expiry of 24 months from the date of completion of grant and registration | 30%                         |
| 2nd Unlocking Period of Restricted Shares | Commencing from the first trading day after the expiry of 24 months from the date of completion of grant and registration and ending on the last trading day upon the expiry of 36 months from the date of completion of grant and registration | 30%                         |
| 3rd Unlocking Period of Restricted Shares | Commencing from the first trading day after the expiry of 36 months from the date of completion of grant and registration and ending on the last trading day upon the expiry of 48 months from the date of completion of grant and registration | 40%                         |

The unlocking of the restricted shares shall be subject to the simultaneous satisfaction of both the Corporate-level performance evaluation requirements and Performance evaluation requirements for participants at individual level, details of which are set out below:

(1) Corporate-level performance evaluation requirements

The evaluation periods for unlocking under this Incentive Plan cover three fiscal years from 2026 to 2028, with one evaluation conducted per fiscal year. The corporate performance targets for each year are set out in the table below:

| <b>Unlocking period</b>                   | <b>Corresponding Evaluation Year</b> | <b>Annual Operating Revenue Growth Rate of the Company for the Evaluation Year (A)<br/>Target Value (Am)</b>           | <b>Trigger Value (An)</b>                                                                                              |
|-------------------------------------------|--------------------------------------|------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|
| 1st Unlocking Period of Restricted Shares | 2026                                 | Taking the operating revenue of 2025 as the base, the operating revenue growth rate for 2026 shall be no less than 20% | Taking the operating revenue of 2025 as the base, the operating revenue growth rate for 2026 shall be no less than 16% |
| 2nd Unlocking Period of Restricted Shares | 2027                                 | Taking the operating revenue of 2025 as the base, the operating revenue growth rate for 2027 shall be no less than 40% | Taking the operating revenue of 2025 as the base, the operating revenue growth rate for 2027 shall be no less than 32% |
| 3rd Unlocking Period of Restricted Shares | 2028                                 | Taking the operating revenue of 2025 as the base, the operating revenue growth rate for 2028 shall be no less than 60% | Taking the operating revenue of 2025 as the base, the operating revenue growth rate for 2028 shall be no less than 48% |

| <b>Evaluation Indicator</b>                                                     | <b>Performance Completion Level</b> | <b>Corporate-level Coefficient (X)</b> |
|---------------------------------------------------------------------------------|-------------------------------------|----------------------------------------|
| Annual Operating Revenue Growth Rate of the Company for the Evaluation Year (A) | $A \geq Am$                         | $X=100\%$                              |
|                                                                                 | $Am \leq A < Am$                    | $X=A/Am*100\%$                         |
|                                                                                 | $A < An$                            | $X=0$                                  |

*Notes:*

1. The “operating revenue” indicator mentioned above shall be based on the data set out in the audited consolidated financial statements.
2. The aforesaid performance targets shall not constitute a performance forecast or a substantive commitment by the Company to investors.

(2) Performance evaluation requirements for participants at individual level

During each year within the validity period of the Equity Incentive Plan, all the participants shall be subject to performance evaluation. The individual unlocking ratio for the current period shall be determined according to personal performance appraisal results. The actual number of restricted shares to be unlocked for each participant in the current period = Corporate-level coefficient × Individual unlocking ratio × Scheduled number of restricted shares to be unlocked for such participant in the current period.

Pursuant to the Company's prevailing performance evaluation system, individual performance appraisal results are currently classified into five grades, namely S\A\B\C\D, with the corresponding unlocking ratio set out below:

| Corresponding grades       | S | A    | B | C | D |
|----------------------------|---|------|---|---|---|
| Individual unlocking ratio |   | 100% |   |   | 0 |

*Note:* The actual number of restricted shares to be unlocked for each participant in the current period = Corporate – level coefficient × Individual unlocking ratio × Scheduled number of restricted shares to be unlocked for such participant in the current period.

Only where the participant receives a performance rating of “B” or above in the performance appraisal for the preceding year shall he/she be entitled to unlock all of the restricted shares scheduled to be unlocked for the current period. Where the participant receives a performance rating of “C” or below, the restricted shares scheduled to be unlocked for the current period shall not be unlocked and shall be repurchased and cancelled by the Company at the grant price plus the one-year deposit interest of financial institutions.

**Financial Assistance:** Participants shall fund the acquisition of restricted shares with their own funds. The Company undertakes not to provide loans or any other form of financial assistance, including loan guarantees, to participants for their acquisition of restricted shares under this Plan.

## **Handling of Material Changes in the Company/Participants**

### ***(I) Handling of Material Changes in the Company***

1. If any of the following circumstances occurs to the Company, the implementation of this Plan shall be terminated. The restricted shares granted to participants but are subject to lock-up shall not be unlocked, and the Company shall repurchase and cancel such shares at the grant price:
  - (1) the financial accounting report for the most recent fiscal year is issued with an audit opinion that is adverse or a disclaimer of opinion by the certified public accountant;
  - (2) the internal control over financial reporting for the most recent fiscal year is issued with an audit opinion that is adverse or a disclaimer of opinion by the certified public accountant;
  - (3) the Company has failed to conduct profit distribution in accordance with laws and regulations, the Articles of Association or its public undertakings within the most recent 36 months following its listing;
  - (4) circumstances stipulated by laws and regulations where an Equity Incentive Plan shall not be implemented;
  - (5) other circumstances under which the Equity Incentive Plan needs to be terminated as determined by the CSRC.

2. If any of the following circumstances occurs to the Company, this Plan shall remain unchanged and continue to be implemented in accordance with this Plan:
  - (1) any change in the Company's control;
  - (2) occurrence of merger, division or other similar circumstances of the Company.
3. Where the Company's disclosure documents contain false records, misleading statements or material omissions, resulting in non-compliance with the grant conditions or unlocking arrangements, no ungranted restricted shares shall be granted. The restricted shares already granted to participants but are subject to lock-up shall be repurchased and cancelled by the Company at the grant price. If the restricted shares granted to participants have been unlocked, all participants shall return the relevant rights and interests obtained. Participants who are not liable for the aforesaid matters and suffer losses due to the return of rights and interests may claim compensation from the Company or the liable parties in accordance with relevant arrangements of this Plan. The Board of Directors shall recover the gains obtained by participants pursuant to this provision and relevant arrangements of this Plan.

If it is difficult for the Company to achieve the incentive objectives by continuing to implement this Plan due to changes in the operating environment, market conditions or other factors, the Plan may be terminated early upon approval by the general meeting. The restricted shares already granted to participants but are subject to lock-up shall be repurchased and cancelled by the Company at the grant price plus the one-year deposit interest of financial institutions.

## ***(II) Changes in Personal Status of Participants***

1. If a participant falls under any of the following circumstances, the restricted shares granted to such participant but are subject to lock-up shall not be unlocked, and the Company shall repurchase and cancel such shares at the grant price:
  - (1) having been deemed by the stock exchange as an inappropriate candidate within the most recent 12 months;
  - (2) having been deemed by the CSRC or its local offices as an inappropriate candidate within the most recent 12 months;
  - (3) having been subject to administrative penalties or market prohibition measures imposed by the CSRC or its local offices for material violations of laws and regulations within the most recent 12 months;
  - (4) being subject to any circumstances which would disqualify a person from serving as a director or senior management of the Company under the Company Law;
  - (5) being disqualified from participating in any Equity Incentive Plan of a listed company under any laws and regulations;
  - (6) other circumstances as determined by the CSRC.

2. Where a participant undergoes a position change but continues to work for the Company or its branches and subsidiaries, the restricted shares granted to such participant shall be handled in full accordance with the procedures stipulated in this Plan prior to the position change. Nevertheless, if the position change results from the participant's incompetence for the post, violation of laws, breach of professional ethics, disclosure of the Company's confidential information, dereliction of duty or malfeasance or other acts that harm the Company's interests or reputation, or if the Company terminates the labor relationship with the participant for the aforesaid reasons, the restricted shares already granted to the participant but are subject to lock-up shall not be unlocked and shall be repurchased and cancelled by the Company at the grant price.
3. If a participant resigns or is laid off by the Company, the restricted shares granted to the participant but are subject to lock-up shall be repurchased and cancelled by the Company at the grant price plus the one-year deposit interest of financial institutions.
4. Where a participant leaves office due to retirement, on the date of the occurrence, the restricted shares granted to the participant shall be handled entirely in accordance with the procedures specified in this Incentive Plan prior to retirement, and the Board of Directors may decide to exclude his/her individual performance appraisal requirements from the unlocking conditions.
5. Where a participant leaves the Company due to loss of working capacity, the matter shall be handled in accordance with the following two scenarios:
  - (1) If a participant leaves the Company due to loss of working capacity arising from work – related injury, on the date of the occurrence, the restricted shares granted to the participant shall be handled fully in accordance with the procedures set out in this Incentive Plan prior to such event, and the Board of Directors may decide to exclude his/her individual performance appraisal requirements from the unlocking conditions.
  - (2) If a participant leaves the Company due to loss of working capacity arising from causes other than work-related injury, on the date of the occurrence, the restricted shares granted to the participant but are subject to lock-up shall remain locked. The Company shall repurchase and cancel such shares at the grant price plus the one-year deposit interest of financial institutions.

6. Where a participant passes away, the matter shall be handled in accordance with the following two scenarios:
  - (1) If the participant deceases due to performing duties, on the date of the occurrence, the restricted shares held by the participant shall be held by his/her designated heir or legal heir, and shall be processed in accordance with the procedures stipulated in this Plan prior to the death, and the Board of Directors may decide to exclude his/her individual performance appraisal requirements from the unlocking conditions.
  - (2) If the participant deceases due to other causes, on the date of the occurrence, the restricted shares granted to the participant but are subject to lock-up shall not be unlocked. The Company shall repurchase and cancel such shares at the grant price plus the one-year deposit interest of financial institutions.
7. Any other unaddressed circumstances shall be determined by the Remuneration and Appraisal Committee of the Board of Directors, which shall specify the corresponding handling measures.

## **II. GRANT OF H-SHARE AWARDS UNDER THE 2026 H-SHARE AWARD PLAN**

The Board announces that on 28 September 2026, pursuant to the 2026 H-Share Award Plan and the authority granted by the shareholders at the extraordinary general meeting, the Company has granted a total of 2,015,713 H-Share awards to 240 Employee Participants, subject to acceptance by the Eligible Participants. The total number of award shares is 2,015,713 H-Shares, representing approximately 1.49% of the total number of issued H-Shares of the Company as at the date of this announcement.

Details of the Grant are set out below:

**The Date of Grant:** September 28, 2026

**Purchase Price:** HK\$3.882 per Share.

**The Closing Price of the Company's H Shares on the Date of Grant:** HK\$7.060 per Share.

**The Total Number of Award Shares:** 2,015,713 H-Share awards, representing 2,015,713 H shares

**Participants:** A total of 240 participants are granted the H-Share awards under this Plan, comprising: (1) directors and senior management of the Company; (2) middle-level management of the Company; (3) key technical (business) personnel of the Company.

The allocation of the H-Share awards granted among the participants is set out in the table below:

| Name                                                                                  | Position                                                             | Nationality | Number of<br>H-Share<br>awards<br>Granted<br>(shares) | Percentage of<br>the Total<br>H-Share<br>awards<br>Granted<br>under this<br>Plan | Percentage of<br>the Current<br>Total Share<br>Capital |
|---------------------------------------------------------------------------------------|----------------------------------------------------------------------|-------------|-------------------------------------------------------|----------------------------------------------------------------------------------|--------------------------------------------------------|
| Xu Ning                                                                               | Executive Director and<br>Deputy General Manager                     | PRC         | 126,589                                               | 6.28%                                                                            | 0.014%                                                 |
| Chen Qihua                                                                            | employee representative                                              | PRC         | 12,659                                                | 0.63%                                                                            | 0.001%                                                 |
| Chen Shijiang                                                                         | Deputy General Manager<br>and Secretary to the<br>Board of Directors | PRC         | 126,589                                               | 6.28%                                                                            | 0.014%                                                 |
| Wang Hongyan                                                                          | Deputy General Manager<br>and Chief Financial<br>Officer             | PRC         | 88,612                                                | 4.40%                                                                            | 0.010%                                                 |
| Other middle-level management and key technical (business)<br>personnel (236 persons) |                                                                      |             | 1,661,264                                             | 82.42%                                                                           | 0.185%                                                 |
| Total                                                                                 |                                                                      |             | 2,015,713                                             | 100%                                                                             | 0.224%                                                 |

### **Vesting Conditions and Performance Objectives**

In accordance with the rules of this Award Plan, the Board may, at its discretion, impose any conditions it deems appropriate for the vesting of Award Shares to eligible participants, including but not limited to vesting conditions based on the Company's selected performance appraisals and the eligible participants' individual performance evaluations. Award Shares may only vest after the eligible participants have met the performance objectives determined by the Board.

During the vesting period, the H Share Award Units granted to Eligible Participants may only vest if the following conditions are met simultaneously:

**(1) *The Company is not subject to any of the following circumstances:***

- ① the financial accounting report for the most recent fiscal year is issued with an audit opinion that is adverse or a disclaimer of opinion by the certified public accountant;
- ② the internal control over financial reporting for the most recent fiscal year is issued with an audit opinion that is adverse or a disclaimer of opinion by the certified public accountant;
- ③ the Company has failed to conduct profit distribution in accordance with laws and regulations, the Articles of Association or its public undertakings within the most recent 36 months following its listing;
- ④ circumstances stipulated by laws and regulations where an equity incentive plan shall not be implemented;
- ⑤ other circumstances as determined by the CSRC.

**(2) *The Eligible Participant is not subject to any of the following circumstances:***

- ① having been deemed by the Stock Exchange as an inappropriate candidate within the most recent 12 months;
- ② having been deemed by the CSRC or its local offices as an inappropriate candidate within the most recent 12 months;
- ③ having been subject to administrative penalties or market prohibition measures imposed by the CSRC or its local offices for material violations of laws and regulations within the most recent 12 months;
- ④ being subject to any circumstances which would disqualify a person from serving as a director or senior management of the Company under the Company Law;
- ⑤ being disqualified from participating in any equity incentive plan of a listed company under any laws and regulations;
- ⑥ other circumstances as determined by the CSRC.

If the Company experiences any of the circumstances specified in item (1) above, all H Shares granted but not yet vested to all Eligible Participants under this Award Plan shall not vest; if an Eligible Participant experiences any of the circumstances specified in item (2) above, the H Shares granted but not yet vested to that Eligible Participant under this Award Plan shall not vest.

### (3) *Corporate-level performance evaluation requirements*

The vesting evaluation years for this Award Plan are the three fiscal years from 2026 to 2028, with one evaluation per fiscal year. The performance objectives for each year are shown in the table below:

| <b>Vesting Period</b>                         | <b>Corresponding Evaluation Year</b> | <b>Annual Operating Revenue Growth Rate of the Company for the Evaluation Year (A)<br/>Target Value (Am)</b>           | <b>Trigger Value (An)</b>                                                                                              |
|-----------------------------------------------|--------------------------------------|------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|
| First Vesting Period for H Share Award Units  | 2026                                 | Taking the operating revenue of 2025 as the base, the operating revenue growth rate for 2026 shall be no less than 20% | Taking the operating revenue of 2025 as the base, the operating revenue growth rate for 2026 shall be no less than 16% |
| Second Vesting Period for H Share Award Units | 2027                                 | Taking the operating revenue of 2025 as the base, the operating revenue growth rate for 2027 shall be no less than 40% | Taking the operating revenue of 2025 as the base, the operating revenue growth rate for 2027 shall be no less than 32% |
| Third Vesting Period for H Share Award Units  | 2028                                 | Taking the operating revenue of 2025 as the base, the operating revenue growth rate for 2028 shall be no less than 60% | Taking the operating revenue of 2025 as the base, the operating revenue growth rate for 2028 shall be no less than 48% |

| <b>Evaluation Indicator</b>                            | <b>Performance Completion Level</b> | <b>Corporate-level Coefficient (X)</b> |
|--------------------------------------------------------|-------------------------------------|----------------------------------------|
| Annual Operating Revenue                               | $A \geq Am$                         | $X=100\%$                              |
| Growth Rate of the Company for the Evaluation Year (A) | $Am \leq A < Am$                    | $X=A/Am*100\%$                         |
|                                                        | $A < An$                            | $X=0$                                  |

*Notes:*

1. The “operating revenue” indicator mentioned above shall be based on the data set out in the audited consolidated financial statements.
2. The aforesaid performance targets shall not constitute a performance forecast or a substantive commitment by the Company to investors.

### (4) *Performance evaluation requirements for participants at individual level*

All Eligible Participants shall be assessed annually during the validity period of the Company’s 2026 H-Share Award Plan. The individual vesting ratio for the current period shall be determined based on the individual’s performance evaluation results. The Eligible Participant’s actual vested amount for the current period = Corporate-level coefficient  $\times$  Individual vesting ratio  $\times$  Individual planned vesting amount for the current period.

Pursuant to the Company's prevailing performance evaluation system, individual performance appraisal results are currently classified into five grades, namely S/A/B/C/D, with the corresponding vesting ratio set out below:

| Corresponding grades     | S | A    | B | C | D |
|--------------------------|---|------|---|---|---|
| Individual vesting ratio |   | 100% |   |   | 0 |

*Note:* The Eligible Participant's actual vested amount for the current period = Corporate -level coefficient × Individual vesting ratio × Individual planned vesting amount for the current period.

Eligible Participants can only fully vest in the current period's Award Shares if they were rated "B" or above in the previous year's performance appraisal; if rated "C" or below, the shares scheduled to vest for that period shall not vest.

If an Eligible Participant leaves the Company due to retirement, on the date of the occurrence, the H Share Award Units granted to the Eligible Participant shall be handled entirely in accordance with the procedures stipulated in this Incentive Plan prior to retirement, and the Board may decide to exclude his/her individual performance appraisal conditions from the vesting conditions. If an Eligible Participant leaves the Company due to loss of working capacity resulting from a work-related injury, on the date of the occurrence, the H Share Award Units granted to the Eligible Participant shall be handled fully in accordance with the procedures stipulated in this Incentive Plan prior to the loss of working capacity, and the Board may decide to exclude his/her individual performance appraisal conditions from the vesting conditions. If an Eligible Participant deceases due to performing duties, on the date of the occurrence, the Eligible Participant's H Share Award Units shall be held by his/her designated heir or legal heir, and shall be processed in accordance with the procedures stipulated in this Plan prior to his/her death, and the Board may decide to exclude his/her individual performance appraisal conditions from the vesting conditions.

### **Vesting Arrangements**

The vesting period and the schedule for vesting in each period for the H Share Award Units granted under this Plan are shown in the table below:

| Vesting Arrangements                          | Vesting Time                                                                                                              | Vesting Ratio |
|-----------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|---------------|
| First Vesting Period for H Share Award Units  | From the first trading day 12 months after the grant date until the last trading day within 24 months from the grant date | 30%           |
| Second Vesting Period for H Share Award Units | From the first trading day 24 months after the grant date until the last trading day within 36 months from the grant date | 30%           |
| Third Vesting Period for H Share Award Units  | From the first trading day 36 months after the grant date until the last trading day within 48 months from the grant date | 40%           |

The vesting period for H Share Award Units obtained by Eligible Participants due to capitalization of capital reserves, stock dividends, or stock splits shall be the same as the vesting period for H Share Award Units.

The Board and/or the Plan Administrator shall instruct and cause the Trustee to issue a vesting notice (the “**Vesting Notice**”) to the relevant Eligible Participants within a reasonable period prior to any vesting date, which shall include confirmation of the satisfaction of vesting conditions, the vesting date, and other details.

Upon receipt of confirmation from the Company that all vesting criteria and conditions listed in the Award Letter have been met and/or waived, and written confirmation from the Eligible Participants, the Trustee shall vest the Award Shares to the Eligible Participants.

The vested Award Shares shall be satisfied by the Company, at its sole discretion, within a reasonable period in the following manner: The Company shall pay or cause to be paid to such Eligible Participants cash equivalent to the actual selling price after deducting relevant taxes and fees (together with the after-tax amount of dividends or other distributions, if any, obtained by such Award Shares during the corresponding vesting period).

H Share Award Units which do not vest within the aforesaid agreed period as a result of non-satisfaction of the vesting conditions shall be retained by the trust for the purposes of future H Share award plans. For the aforementioned H Share Award Units that failed to vest, all or part of the purchase price actually paid by the Eligible Participants will be collectively refunded from the Company’s bank account, as arranged by the Plan Administrator.

Even if the Award Shares have met the vesting conditions, Eligible Participants shall not transfer, pledge, or mortgage the right to receive such payments, nor create any third-party encumbrance on such payment rights, before the Trustee completes the secondary market disposal and delivers the corresponding cash proceeds to the Eligible Participants.

## **Clawback Mechanism**

Under the following circumstances:

### **1. *Extraordinary Company Events***

- (1) One of the following situations occurs to the Company:
  - ① the financial accounting report for the most recent fiscal year is issued with an audit opinion that is adverse or a disclaimer of opinion by the certified public accountant;
  - ② the internal control over financial reporting for the most recent fiscal year is issued with an audit opinion that is adverse or a disclaimer of opinion by the certified public accountant;
  - ③ the Company has failed to conduct profit distribution in accordance with laws and regulations, the Articles of Association or its public undertakings within the most recent 36 months following its listing;
  - ④ the Company is required to implement a clawback according to any applicable laws, rules and regulations and/or at the request of any regulatory authority (including but not limited to the Stock Exchange and Shenzhen Stock Exchange).
- (2) If the Company's information disclosure documents contain false records, misleading statements or material omissions, resulting in a failure to meet the grant conditions or vesting arrangements, unvested award shares shall not vest, and the share purchase price paid by Eligible Participants will be uniformly refunded by the Company; if the award shares granted to Eligible Participants have already vested, all Eligible Participants shall return the benefits already received to the Company. Eligible Participants who are not responsible for the aforementioned matters and suffer losses due to returning the benefits may, in accordance with the relevant arrangements of this Plan, seek recourse from the Company or the responsible party. The Board shall recover the benefits obtained by Eligible Participants in accordance with this provision and the relevant arrangements of this Plan.

### **2. *Changes in Personal Circumstances of Eligible Participants***

- (1) Any of the following situations occurs to an Eligible Participant:
  - ① having been deemed by the Stock Exchange as an inappropriate candidate within the most recent 12 months;
  - ② having been deemed by the CSRC or its local offices as an inappropriate candidate within the most recent 12 months;
  - ③ having been subject to administrative penalties or market prohibition measures imposed by the CSRC or its local offices for material violations of laws and regulations within the most recent 12 months;

- ④ being subject to any circumstances which would disqualify a person from serving as a director or senior management of the Company under the Company Law;
  - ⑤ being disqualified from participating in any equity incentive plan of a listed company under any laws and regulations;
  - ⑥ other circumstances as determined by the CSRC.
- (2) A change in position of an Eligible Participant arising from such acts as incompetence, violation of laws, breach of professional ethics, disclosure of the Company's confidential information, dereliction of duty or misconduct, which harm the interests or reputation of the Company; or the Company's termination of the employment relationship with an Eligible Participant for any of the aforesaid reasons.
  - (3) An Eligible Participant resigns or is laid off by the Company.
  - (4) When an Eligible Participant leaves employment due to loss of working capacity not resulting from a work-related injury.
  - (5) Death of an Eligible Participant not in the course of duty.
  - (6) Other non-vesting situations as determined by the Board or the Remuneration and Appraisal Committee.

In such cases, the Plan Administrator may, at its absolute discretion, decide: (A) to terminate the implementation of this Plan; (B) to immediately allow any H Share Award Units granted but not yet vested to lapse, and the payment for the invalid award shares will be uniformly refunded from the Company's bank account as arranged by the Plan Administrator; (C) that for any cash amounts paid to Eligible Participants under this Plan, the Eligible Participants shall return to the Company or its nominee the cash of such cash amounts (applicable only to the relevant circumstances under item 1(2) of the "**Clawback Mechanism**").

If, due to changes in the operating environment or market conditions, it becomes difficult for the Company to achieve the incentive objectives by continuing to implement this Plan, this Plan may be terminated early with the approval of the general meeting. In such a case, H Share Award Units that have been granted but not yet vested to Eligible Participants will continue to be held by the trust for the purpose of future incentive plans. All or part of the purchase price paid by the Eligible Participants will be collectively refunded from the Company's bank account, as arranged by the Plan Administrator.

If an Eligible Participant dies, for award entitlements that have met all vesting conditions but for which the Trustee has not yet completed cash payment, the corresponding vested cash proceeds shall not be subject to the clawback or invalidation clauses of this Plan, and shall be enjoyed by his/her designated beneficiary or legal heir.

**Financial Assistance:** Neither the Company nor any of its subsidiaries has made any arrangement to provide financial assistance to any participant to assist in purchasing the H-Shares under the 2026 H-Share Award Plan

**The grant to each Director has been approved by the independent non-executive Directors. The grant to a Director will not result in the aggregate number of restricted shares and Award Shares granted or to be granted to the relevant Director in the 12-month period up to and including the date of such grant exceeding 0.1% of the issued shares.**

### **Implications of the Listing Rules**

The 2026 A-Share Incentive Plan does not involve the issue of any new shares or the grant of options over any new shares of the Company. As the 2026 A-Share Incentive Plan involves the use of Treasury Shares which are not listed on the stock exchange for settlement, it is subject to Rule 17.12 of Chapter 17 of the Listing Rules of the Stock Exchange.

The 2026 H-Share Share Award Plan does not involve the issue of any new shares or the grant of options over any new shares of the Company. The relevant shares are existing shares and are not Treasury Shares repurchased and held by the Company in its own name. As the 2026 H-Share Share Award Plan involves the existing shares, it is subject to Rule 17.12 of Chapter 17 of the Listing Rules of the Hong Kong Stock Exchange.

Certain Directors of the Company are among the Participants. Under Chapter 14A of the Listing Rules of the Stock Exchange, any grant made to Directors of the Company under the 2026 A-Share Incentive Plan and the 2026 H-Share Award Plan will constitute a connected transaction at the time of grant. All applicable percentage ratios (as defined under the Listing Rules of the Stock Exchange) calculated on an individual basis in respect of the relevant connected transactions are less than 0.1%, and therefore, such transactions are fully exempt from the shareholders' approval, annual review and all disclosure requirements. Other than the connected transactions which are fully exempt as mentioned above, the participation of other Participants in the 2026 A-Share Incentive Plan and the 2026 H-Share Award Plan does not constitute a connected transaction under Chapter 14A of the Listing Rules of the Stock Exchange.

## DEFINITIONS

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

|                                                         |                                                                                                                                                                                                                                                                               |
|---------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| “Company” or “Fibocom”                                  | Fibocom Wireless Inc. (深圳市廣和通無線股份有限公司), a joint stock company incorporated in the PRC, the A Shares and H Shares of which are listed on the Shenzhen Stock Exchange (stock code: 300638) and the Main Board of the Hong Kong Stock Exchange (stock code: 00638), respectively |
| “A Share(s)”                                            | ordinary shares of the Company with nominal value of RMB1.00 each, which are issued in China, subscribed for in RMB and listed on the Shenzhen Stock Exchange (stock code: 300638)                                                                                            |
| “H Share(s)”                                            | ordinary shares of the Company with nominal value of RMB1.00 each, which are issued in Hong Kong, subscribed for in HKD and listed on the Stock Exchange (stock code: 00638)                                                                                                  |
| “Restricted Shares (Type I Restricted Shares)”          | the Company’s shares obtained by Participants in accordance with the conditions specified in the equity incentive plan, with partial rights such as transfer restricted                                                                                                       |
| “2026 A-Share Incentive Plan”                           | the Company’s 2026 A-Share Restricted Share Incentive Plan, as approved by the Board and subject to the approval of the extraordinary general meeting                                                                                                                         |
| “2026 H-Share Award Plan”                               | the Company’s 2026 H-Share Share Award Plan, as approved by the Board and subject to the approval of the extraordinary general meeting                                                                                                                                        |
| “Board”                                                 | the Board of Directors of the Company                                                                                                                                                                                                                                         |
| “the Remuneration and Appraisal Committee of the Board” | the Remuneration and Appraisal Committee of the Board of the Company                                                                                                                                                                                                          |
| “Participants”                                          | the Company’s Directors, senior management personnel, middle-level management personnel and key technical (business) personnel who are granted Restricted Shares in accordance with the provisions of the 2026 A-Share Incentive Plan                                         |
| “Validity Period”                                       | the period from the date on which the grant registration of the Restricted Shares is completed to the date on which all Restricted Shares are unlocked or repurchased and canceled                                                                                            |
| “Restricted Share Grant Date”                           | the date on which the Company grants the Restricted Shares to Participants, which must be a trading day                                                                                                                                                                       |

|                                               |                                                                                                                                                                                                                 |
|-----------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| “Grant Price”                                 | the price at which the Company grants each Restricted Share to an incentive recipient                                                                                                                           |
| “Restriction Period”                          | the period during which the Restricted Shares granted to an incentive recipient under the 2026 A-Share Incentive Plan are prohibited from being transferred, pledged as security, or used to repay debts        |
| “Unlocking Period”                            | the period during which the Restricted Shares held by an incentive recipient may be unlocked and listed for trading upon satisfaction of the unlocking conditions stipulated in the 2026 A-Share Incentive Plan |
| “Unlocking Conditions”                        | the conditions that must be satisfied for the Restricted Shares granted to an incentive recipient to be unlocked under the 2026 A-Share Incentive Plan                                                          |
| “Company Law” (《公司法》)                         | the Company Law of the People’s Republic of China (《中華人民共和國公司法》)                                                                                                                                                |
| “Securities Law” (《證券法》)                      | the Securities Law of the People’s Republic of China (《中華人民共和國證券法》)                                                                                                                                             |
| “Administrative Measures” (《管理辦法》)            | the Administrative Measures for Equity Incentives of Listed Companies (《上市公司股權激勵管理辦法》)                                                                                                                          |
| “ChiNext Listing Rules” (《深交所上市規則》)           | the Rules Governing the Listing of Shares on the ChiNext Market of Shenzhen Stock Exchange (《深圳證券交易所創業板股票上市規則》)                                                                                                 |
| “Guidelines for Business Handling” (《業務辦理指南》) | Shenzhen Stock Exchange Self-Regulatory Guidelines No. 1 for ChiNext Board-listed Companies – Business Handling (《深圳證券交易所創業板上市公司自律監管指南第 1 號—業務辦理》)                                                              |
| “Articles of Association” (《公司章程》)            | the Articles of Association of Fibocom Wireless Inc. (《深圳市廣和通無線股份有限公司章程》)                                                                                                                                       |
| “CSRC”                                        | the China Securities Regulatory Commission                                                                                                                                                                      |
| “SZSE”                                        | Shenzhen Stock Exchange                                                                                                                                                                                         |
| “Listing Rules of the Stock Exchange”         | the Rules Governing the Listing of Securities on the Hong Kong Stock Exchange                                                                                                                                   |
| “Hong Kong”                                   | the Hong Kong Special Administrative Region of the People’s Republic of China                                                                                                                                   |
| “China”                                       | the People’s Republic of China, which for the purpose of this circular excludes Hong Kong, China, the Macao Special Administrative Region of the People’s Republic of China and Chinese Taiwan                  |

|                        |                                                                                                                                                                                                |
|------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| “RMB”                  | Renminbi, the lawful currency of the PRC                                                                                                                                                       |
| “Stock Exchange”       | The Stock Exchange of Hong Kong Limited                                                                                                                                                        |
| “Employee Participant” | any person who is an employee or director of the Company or any of its subsidiaries on the grant date                                                                                          |
| “Eligible Participant” | an employee participant who is determined by the Board from time to time to be eligible to participate under the 2026 H-Share Share Award Plan                                                 |
| “Award Letter”         | the letter issued by the Company to each Eligible Participant in the form that the plan administrator may determine from time to time, setting out the terms and conditions of the share award |
| “Trust”                | the trust established for the administration of the 2026 H-Share Share Award Plan                                                                                                              |
| “Trustee”              | the trustee of the Trust                                                                                                                                                                       |
| “Award Shares”         | the Company’s existing H Shares purchased by the Trustee in the secondary market                                                                                                               |
| “Purchase Price”       | in relation to a share award, the price per H Share payable by an Eligible Participant to acquire the H Shares constituting the share award (if any), as specified in the Award Letter         |
| “%”                    | percentage                                                                                                                                                                                     |

This announcement is prepared in both Chinese and English. In case of any discrepancies between the Chinese and English versions, the Chinese version shall prevail.

By Order of the Board  
**Fibocom Wireless Inc.**  
**Zhang Tianyu**  
*Chairman*

China, September 28, 2026

*As of the date of this announcement, the Board comprises Mr. Zhang Tianyu, Mr. Ying Lingpeng, Mr. Xu Ning and Ms. Chen Qihua as executive directors; and Mr. Wang Ning, Ms. Zhao Jing and Mr. Wu Chenggang as independent non-executive directors.*