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ESTUN AUTOMATION CO., LTD

南京埃斯頓自動化股份有限公司

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

(Stock code: 2715)

PROPOSED ADOPTION OF THE 2026 A SHARE RESTRICTED SHARE INCENTIVE SCHEME

The board (the “**Board**”) of directors (the “**Director(s)**”) of ESTUN AUTOMATION CO., LTD (the “**Company**,” together with its subsidiaries, the “**Group**”) is pleased to announce that on September 29, 2026, the Board has resolved to propose the adoption of the 2026 A Share Restricted Share Incentive Scheme, subject to the approval of the shareholders of the Company (the “**Shareholders**”).

Pursuant to Chapter 17 of the Rules Governing the Listing of Securities (the “**Listing Rules**”) on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”), the 2026 A Share Restricted Share Incentive Scheme constitutes a share scheme of the Company involving the issue of new shares. Accordingly, the proposed adoption of the 2026 A Share Restricted Share Incentive Scheme is subject to the approval of the Shareholders. The terms of the 2026 A Share Restricted Share Incentive Scheme are in accordance with the relevant requirements under Chapter 17 of the Listing Rules.

The purposes of the 2026 A Share Restricted Share Incentive Scheme are to (i) further improve the Company’s long-term incentive mechanism, attract and retain outstanding talent, fully mobilize the enthusiasm and creativity of the Company’s core personnel, and deliver sustained returns to Shareholders; and (ii) adopt an approach to performance incentives guided by value creation, closely align the interests of the core personnel with the Company’s long-term development, enable them to share in its risks and rewards, align the interests of the Company, Shareholders and the core personnel, and ensure the realization of the Company’s development strategies and operational objectives.

The participants of the 2026 A Share Restricted Share Incentive Scheme include the mid-level management, core technical (business) backbones and other employees of the Group whom the Board considers necessary to incentivize. All the participants are required to enter into a labor contract or an employment contract with the Company, its branches or controlled subsidiaries during the appraisal period under the 2026 A Share Restricted Share Incentive Scheme.

An extraordinary general meeting of the Company (the “EGM”) will be convened for the Shareholders to consider and, if thought fit, approve, among other things, the proposed adoption of the 2026 A Share Restricted Share Incentive Scheme and the administrative measures for the implementation and appraisal of the 2026 A Share Restricted Share Incentive Scheme, and the proposed authorization to the Board to handle matters relating thereto. A circular containing, among other things, the details and key terms of the 2026 A Share Restricted Share Incentive Scheme, together with the notice of the EGM, will be published on the websites of the Stock Exchange (www.hkexnews.hk) and the Company (www.estun.com) in due course.

By order of the Board
ESTUN AUTOMATION CO., LTD
Mr. WU Bo
Chairman of the Board and executive Director

Hong Kong, September 29, 2026

As of the date of this announcement, the Board comprises: (i) Mr. WU Bo, Mr. WU Kan, Mr. ZHU Chunhua, Mr. ZHOU Ailin, and Mr. ZHU Zhangxing as executive Directors; (ii) Ms. CHEN Yinlan as non-executive Director; and (iii) Dr. HAN Xiaofang, Mr. LIN Jinjun, and Mr. XU Guojin as independent non-executive Directors.