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Tiande Chemical Holdings Limited

天德化工控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock code: 609)

GRANT OF SHARE AWARDS

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

Reference is made to the circular of the Company dated 23 April 2026 (the “**Circular**”) in relation to, among other things, adoption of the share award scheme of the Company, which was adopted on 5 June 2026 (the “**Share Award Scheme**”). Unless otherwise defined herein, capitalised terms used in this announcement shall have the same meanings as those defined in the Circular.

The board (the “**Board**”) of directors (“**Director(s)**”) of the Company announces that on 23 October 2026 (the “**Date of Grant**”), the Company granted a total of 14,070,000 share awards which are subject to a one-year vesting period (the “**Awards**”) to certain Employee Participants, which include an executive Director, who are all Eligible Participants (collectively, the “**Grantees**”) in accordance with the terms of the Share Award Scheme, subject to acceptance by the Grantees.

Details of the Awards granted are set out below:

Date of Grant : 23 October 2026

Total number of Awards granted : 14,070,000 Awards, representing approximately 1.6% of the entire issued share capital of the Company as at the Date of Grant

Grantees : 870,000 Awards were granted to Mr. Dou Aobo, an executive Director; and

13,200,000 Awards were granted to 7 other Employee Participants

- Purchase price of the Awards granted : HK\$0.85 per Award
- Closing price of the share of the Company (the “Share(s)”) on the Date of Grant : HK\$1.00 per Share
- Vesting period of the Awards : Subject to the terms of the Share Award Scheme, the Awards are to vest on the first anniversary of the Date of Grant.
- Performance targets : There is no performance target attached to the Awards. The Remuneration Committee considered that the grant of the Awards has already taken into account of the Grantees’ past and future potential contributions to the overall management, operations, sustainable development and long-term growth of the Group without performance conditions. Moreover, the Awards are subject to a vesting period and clawback, and the value of Awards is linked to the future share price of the Company and business performance of the Group, the Remuneration Committee thus considered that the grant of the Awards without performance conditions attached is competitive and consistent with the Company’s remuneration policy and aligns with the purpose of the Share Award Scheme.
- Clawback mechanism : The Awards granted are subject to the clawback mechanism as set out in the terms of the Share Award Scheme, in particular, an Award (to the extent not already vested) shall lapse immediately on the date as determined by the Administration.

Where an Award granted to a Grantee has already been vested at the time when such Award is clawed back, the Grantee shall return, by the Administration’s determination at its sole and absolute discretion, either (i) the exact number of vested and clawed back Share(s); (ii) the monetary amount equivalent to the value of the relevant Share(s) on the Date of Grant; (iii) the monetary amount equivalent to the value of the relevant Share(s) on the date of vesting; or (iv) the monetary amount equivalent to the value of the relevant Share(s) on the date of such clawback, whichever the highest.

Financial assistance : The Group has not provided any financial assistance to the Grantees to facilitate the purchase of the Awards under the Share Award Scheme.

Details of the Awards granted are as follows:

<u>Name of Grantee/ Categories</u>	<u>Position held and relationship with the Group</u>	<u>Number of Awards granted</u>	<u>Approximate percentage of the total number of Shares in issue (excluding treasury shares)^(Note)</u>
Mr. Dou Aobo	Executive Director	870,000	0.1%
7 Employee Participants		13,200,000	1.5%
Total		14,070,000	1.6%

Note: Based on the total number of 878,418,000 issued Shares as at the date of this announcement.

REASONS FOR AND BENEFITS OF THE GRANT OF AWARDS

The purpose of the grant of the Awards is to give the Grantees an opportunity to have a personal stake in the Company, to help motivate them in optimising their performance and efficiency and to attract and retain the Grantees whose contributions are important to the long-term growth and profitability of the Group. The Board considers that the grant of the Awards is in line with the purpose of the Share Award Scheme.

LISTING RULES IMPLICATIONS

The grant of the Awards to the executive Director as disclosed above has been approved by all the independent non-executive Directors pursuant to Rule 17.04(1) of the Listing Rules. The grant of the Awards was also approved by the Board, save that Mr. Dou Aobo had abstained from voting in respect of the relevant Awards granted to him.

To the best of the knowledge of the Directors having made all reasonable enquiries, as at the Date of Grant, save as disclosed above, none of the Grantee 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 or will be granted options and awards in excess of the 1% individual limit pursuant to Rule 17.03D(1) of the Listing Rules; and (iii) a Related Entity Participant or Service Provider who has been or will be granted options and awards in excess of 0.1% of the total number of issued shares within any twelve-month period. The grant of the Awards is not subject to Shareholders' approval.

NUMBER OF SHARES AVAILABLE FOR FUTURE GRANT

The total number of new Shares which may be issued and allotted upon exercise of all share options and grant of share awards under the Share Award Scheme and any other share award

schemes and share options schemes (if any), being the Scheme Mandate Limit, is 87,841,800 Shares, and the total number of new Shares which may be awarded to Service Providers under the Share Award Scheme, being the Service Provider Sublimit, is 8,784,180 Shares.

As of the date of this announcement and immediately after the grant of the Awards, 73,771,800 Shares remain available for future grant under the Scheme Mandate Limit, and 8,784,180 Shares remain available for future grant under the Service Provider Sublimit.

By order of the Board
Tiande Chemical Holdings Limited
Liu Yang
Chairman

Hong Kong, 23 October 2026

As at the date of this announcement, the executive Directors are Mr. Liu Yang, Mr. Chen Xiaohua and Mr. Dou Aobo, the non-executive Director is Mr. Wang Zijiang; whilst the independent non-executive Directors are Mr. Leung Kam Wan, Mr. Liu Chenguang and Ms. Shan Honghong.