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(incorporated in the Cayman Islands with limited liability)
(Stock Code: 2038)

GRANT OF SHARES PURSUANT TO SHARE SCHEME

This announcement is made by the Company pursuant to Rules 17.06A, 17.06B and 17.06C of the Listing Rules.

The Company hereby announces that on 26 May 2026, the Company granted a total of 1,365,000 Award Shares in the Company, representing approximately 0.174% of the total issued Shares as at the Grant Date (excluding Treasury Shares), to the Grantees under the Share Scheme, subject to the acceptances of the Grantees.

The details of the Grants are as follows:

Grant Date:	26 May 2026
Grantees:	Employees of the Group
Number of Award Shares granted:	1,365,000
Market price of Shares on the Grant Date:	HK\$28.80 per Share, based on the closing price as quoted on the Stock Exchange on the Grant Date
Purchase price of the Award Shares granted:	Nil
Vesting Period:	Subject to the fulfilment of the vesting conditions applicable to the 1,365,000 Award Shares (collectively, “ Employees Grants ”), and in accordance with the terms of the Employees Grants, all Award Shares under the Employees Grants will vest in tranches over a period between the Grant Date and 5 October 2028. Vesting will occur on the following dates:

- **2026:** 455,000 Award Shares, representing approximately 33% of the Award Shares under the Employees Grants, will vest in two tranches on 28 May 2026 and 5 October 2026, conditional upon the fulfilment of the vesting conditions.
- **2027:** 455,000 Award Shares, representing approximately 33% of the Award Shares under the Employees Grants, will vest in two tranches on 2 April 2027 and 5 October 2027, conditional upon the fulfilment of the vesting conditions.
- **2028:** 455,000 Award Shares, representing approximately 33% of the Award Shares under the Employees Grants, will vest in two tranches on 3 April 2028 and 5 October 2028, conditional upon the fulfilment of the vesting conditions.

For each calendar year, the total number of Award Shares to be vested to each Grantee under the Employees Grants will be distributed in two equal installments, with 50% vesting in April/May (as the case may be) and 50% vesting in October. The number of Award Shares vested annually under the Employees Grants is based on a combination of time-based and performance-based conditions, which vary across business units. Please refer to the section on Performance Targets and the tables below for further details on the performance-based criteria and the Employees Grants.

Grants of certain Award Shares under the Employees Grants are subject to a vesting period of less than 12 months, but each of the overall grants under the Employees Grants has a mixed schedule where the weighted average of the vesting period of the Award Shares shall be over a period of more than 12 months and is attached with performance-based vesting conditions. In this regard, the Share Scheme specifically permits such a circumstance to have vesting period of less than 12 months. The Board and the remuneration committee of the Company (“**Remuneration Committee**”) consider that this is appropriate as part of the competitive terms and conditions to reward exceptional performers with accelerated vesting and to motivate exceptional performers based on performance metrics.

Performance Targets:

The vesting of certain Award Shares under the Employees Grants is subject to the fulfilment of the performance targets and/or other requirements specified in the grant letter to be entered into between the Company and the relevant Grantee.

The performance targets are related to (i) financial parameters of the Group (such as profits after tax of the Group); and (ii) individual performance indicators relevant to the Grantee's roles and responsibilities. Vesting is subject to continued service of the relevant Grantees. Meanwhile, the vesting of certain Award Shares under the Employees Grants is not subject to the fulfilment of the performance targets. Please see below the table for further details of the Employees Grants. The Board and the Remuneration Committee, having considered the purpose of the Share Scheme (as aforementioned) and the following factors, are of the view that performance target is not necessary for the grant of those Award Shares to the Grantees under the Employees Grants and such grant of Award Shares without performance target is in line with the purpose of the Share Scheme: (i) those Grantees' roles and experiences in the Group's business, and past contribution and dedication to the promotion of the Group's business; (ii) those Grantees have directly contributed to the overall business performance; and (iii) such grant of Award Shares being subject to the vesting schedules as stated above which reinforces the Grantees' commitment to long-term services to the Group.

Clawback Mechanism:

With respect to the Employees Grants, the relevant Award Shares granted are not subject to any clawback mechanism but shall lapse (to the extent not already vested) on the date when the Grantee(s) ceases to be an eligible participant under the Share Scheme. The Board and the Remuneration Committee consider that a specific clawback mechanism is not necessary for the Employees Grants, having considered that the lapse of the Award Shares upon the Grantee(s) ceases to be an eligible participant under the Share Scheme, which is in line with the purpose of the Share Scheme and in the interests of the Company.

Financial Assistance:

Not applicable. For the avoidance of doubt, given that the Award Shares under the Employees Grants have been granted to the Grantees free of consideration, there are no arrangements for the Group to provide any financial assistance to the Grantees to facilitate the acceptance/purchase of the Award Shares under the Share Scheme.

All 1,365,000 Award Shares granted under the Employees Grants were granted to employees of the Group, the details of which are as follows:

Employees Grants

Number of Award Shares Granted	Number of Award Shares with performance targets	Number of Award Shares without performance targets	Vesting Period
227,500	160,000	67,500	26 May 2026 to 28 May 2026
227,500	160,000	67,500	26 May 2026 to 5 October 2026
227,500	160,000	67,500	26 May 2026 to 2 April 2027
227,500	160,000	67,500	26 May 2026 to 5 October 2027
227,500	160,000	67,500	26 May 2026 to 3 April 2028
227,500	160,000	67,500	26 May 2026 to 5 October 2028
Total	1,365,000	960,000	405,000

As at the date of this announcement, in respect of the grant of the Award Shares to the employees of the Group, none will result in the Shares issued and to be issued in respect of all options (if any) and awards to any of the Grantees in the 12-month period up to and including the Grant Date exceeding 1% of the Shares in issue (excluding Treasury Shares). As such, none of the Award Shares granted is required to be approved by the shareholders of the Company pursuant to Rule 17.03D(1) of the Listing Rules.

For the avoidance of doubt, none of the Grantees is a director, chief executive or substantial shareholder of the Company or an associate (as defined under the Listing Rules) of any of them. None of the Grantees is a related entity participant (as defined under Rule 17.03A(1) of the Listing Rules) or a service provider.

As at the date of this announcement, one of the Grantees is a director of the subsidiaries of the Company and is therefore a connected person (as defined under Rule 14A.07 of the Listing Rules) of the Company. Such grant of Award Shares to the connected person is fully exempt from the reporting, announcement and independent shareholders' approval requirements under Chapter 14A of the Listing Rules.

No Director is considered to be interested in the grant of the Award Shares as set out in this announcement and therefore none of them had abstained from voting on the relevant resolutions approving the grant of the Award Shares as set out in this announcement.

REASONS FOR AND BENEFITS OF THE GRANTS

The grant of the Award Shares aims to align the interests of the Grantees with those of the Group through ownership of Shares and incentivize the Grantees to remain with the Group, and to motivate and encourage them to make contributions to the long-term growth and success of the Group.

GENERAL INFORMATION

The grant of Award Shares will be satisfied by transfer of Treasury Shares and/or by any other means as permitted under the Share Scheme. As at the date of this announcement and following the grant of the Award Shares, the number of Shares available for future grant under the scheme mandate limit of the Share Scheme and any other share scheme(s) of the Company is 55,269,619 Shares.

DEFINITIONS

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

“Award Shares”	award(s) of Shares by the Board pursuant to the Share Scheme to the Grantees
“Board”	the board of Directors
“Company”	FIH Mobile Limited, a limited liability company incorporated in the Cayman Islands, the shares of which are listed on the Stock Exchange
“Directors”	the directors of the Company
“Grants”	grants of 1,365,000 Award Shares to the Grantees in accordance with the Share Scheme on the Grant Date, which comprise the Employees Grants (as defined above)
“Grant Date”	26 May 2026
“Grantees”	the employees of the Group who were granted Award Shares in accordance with the Share Scheme
“Group”	the Company and its subsidiaries from time to time
“HK\$”	Hong Kong dollar, the lawful currency of the Hong Kong Special Administrative Region of the People’s Republic of China
“Listing Rules”	the Rules Governing the Listing of Securities on the Stock Exchange as amended from time to time
“Share Scheme”	the share scheme adopted by the Company’s shareholders on 19 May 2023 and amended by the Board on 7 March 2025
“Shareholders”	holder(s) of Shares

“Shares”	the ordinary share(s) of a par value of US\$0.40 each in the share capital of the Company
“Stock Exchange”	The Stock Exchange of Hong Kong Limited
“Treasury Shares”	has the meaning ascribed to it under the Listing Rules

By Order of the Board
HUANG Ying Shih
Chairman of the Board

Hong Kong, 26 May 2026

As at the date of this announcement, the Board comprises two executive directors, namely Mr. LIN Chia-Yi (also known as Charles LIN) and Dr. KUO Wen-Yi; two non-executive directors, namely Mr. HUANG Ying Shih (also known as Philip HUANG) and Mr. CHANG Chuan-Wang; and three independent non-executive directors, namely Mr. LAU Siu Ki, Ms. CHEN Shu Chuan (also known as Nadia CHEN) and Mr. CHIU Yen-Tsen (also known as CHIU Yen-Chen, Dennis).