**WUXI LEAD INTELLIGENT EQUIPMENT CO., LTD.**
**無錫先導智能裝備股份有限公司**
*(A joint stock company incorporated in the People's Republic of China with limited liability)*
**(Stock Code: 0470)**

# PROPOSED ADOPTION OF THE 2026 H SHARE INCENTIVE PLAN

The Board of Wuxi Lead Intelligent Equipment Co., Ltd. (the "**Company**") is pleased to announce that, on July 20, 2026, the Board resolved to propose the adoption of the 2026 H Share Incentive Plan (the "**2026 H Share Incentive Plan**"). The 2026 H Share Incentive Plan will constitute a share scheme under Chapter 17 of the Hong Kong Listing Rules, and comply with the requirements thereunder, and it will be subject to the approval of the Shareholders.

## PURPOSES OF THE 2026 H SHARE INCENTIVE PLAN

The purposes of the 2026 H Share Incentive Plan are to: (a) provide the Company with a flexible means of attracting, motivating, retaining, rewarding, compensating and/or providing benefits to eligible participants; (b) align the interests of eligible participants with those of the Company and the Shareholders by providing eligible participants with an opportunity to acquire a proprietary interest in the Company and become Shareholders; and (c) encourage eligible participants to contribute to the long-term development, performance and profits of the Company and enhance the value of the Company and its Shares for the benefit of the Company and the Shareholders as a whole.

## SCHEME MANDATE LIMIT UNDER THE 2026 H SHARE INCENTIVE PLAN

The award shares under the 2026 H Share Incentive Plan shall be satisfied by: (i) Treasury Shares; or (ii) existing H Shares purchased or acquired on-market or off-market by the trustee of the trust. The number of award shares available for grant under the 2026 H Share Incentive Plan shall not exceed 7,000,000 H Shares, representing approximately 0.42% of the total number of Shares in issue as at the Adoption Date (excluding the Treasury Shares), assuming that there is no change in the number of Shares in issue from July 20, 2026 to the Adoption Date. In any event, the total number of Shares which may be issued in respect of all awards to be granted under the 2026 H Share Incentive Plan and all share options and awards to be granted under any other share award schemes of the Company shall not exceed 10% of the total number of Shares of the relevant class in issue (excluding the Treasury Shares) as at the Adoption Date.

## PROPOSED AUTHORIZATION TO THE BOARD AND/OR ITS AUTHORIZED PERSON(S) TO HANDLE MATTERS RELATING TO THE 2026 H SHARE INCENTIVE PLAN

To ensure the smooth implementation of the 2026 H Share Incentive Plan, the Board proposes that, subject to the approval of the 2026 H Share Incentive Plan by the Shareholders at the general meeting, the Shareholders also authorize the Board and/or its authorized person(s) to handle the relevant matters.

## GENERAL

The Company will convene a general meeting for the Shareholders to consider and, if thought fit, pass a resolution to approve, among other things, the adoption of the 2026 H Share Incentive Plan. A circular of the Company containing, among other things, (i) the proposed adoption of the 2026 H Share Incentive Plan; (ii) the principal terms of the 2026 H Share Incentive Plan; and (iii) a notice convening the general meeting is expected to be published and/or dispatched to the Shareholders in due course in accordance with the requirements of the Hong Kong Listing Rules.

**As at the date of this announcement, the proposed adoption of the 2026 H Share Incentive Plan is subject to the approval of the Shareholders. Shareholders and potential investors of the Company are advised to exercise caution when dealing in the securities of the Company.**

## DEFINITIONS

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

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| "A Shares" | the ordinary shares with a nominal value of RMB1.00 each in the share capital of the Company, which are listed on the Shenzhen Stock Exchange and traded in RMB |
| "Adoption Date" | the date on which the resolution of the general meeting approving the 2026 H Share Incentive Plan is passed |
| "Board" | the board of directors of the Company |
| "Company" | Wuxi Lead Intelligent Equipment Co., Ltd., a joint stock company incorporated in the PRC, whose A Shares are listed on the ChiNext Market of the Shenzhen Stock Exchange (stock code: 300450) and whose H Shares are listed on the Hong Kong Stock Exchange (stock code: 0470) |
| "Director(s)" | the director(s) of the Company |
| "Group" | the Company and its subsidiaries |
| "H Shares" | the ordinary shares with a nominal value of RMB1.00 each in the share capital of the Company, which are listed on the Hong Kong Stock Exchange and traded in Hong Kong dollars |
| "Hong Kong" | the Hong Kong Special Administrative Region of the People's Republic of China |

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| "Hong Kong Stock Exchange" | The Stock Exchange of Hong Kong Limited |
| "Hong Kong Listing Rules" | the Rules Governing the Listing of Securities on the Hong Kong Stock Exchange, as amended and modified from time to time |
| "PRC" | the People's Republic of China, which, solely for the purposes of the Scheme, excludes Hong Kong, the Macao Special Administrative Region and the Taiwan region |
| "Shares" | the ordinary shares with a nominal value of RMB1.00 each in the share capital of the Company, including the A Shares and the H Shares |
| "Shareholder(s)" | the holder(s) of the Shares |
| "Treasury Shares" | has the meaning ascribed to it under the Hong Kong Listing Rules |
| "%" | percent |

By order of the Board
**WUXI LEAD INTELLIGENT EQUIPMENT CO., LTD.**
**Mr. Wang Yanqing**
*Chairman of the Board, Executive Director and Chief Executive Officer*

Hong Kong, July 20, 2026

*As at the date of this announcement, the Board comprises: (i) Mr. Wang Yanqing, Mr. Wang Jianxin, Mr. You Zhiliang and Mr. Wang Lei as executive directors; and (ii) Ms. Zhang Mingyan, Mr. Dai Jianjun and Ms. Wong Sze Wing as independent non-executive directors.*