

## **Haier Smart Home Co., Ltd.**

### **Announcement on Resolutions of the First Holders’ Meeting of the 2022 Core Employee Stock Ownership Plan**

The Board of Directors of the Company and all members of the Board warrant that there are no false representations, misleading statements and material omissions in this announcement, and are severally and jointly responsible for the authenticity, accuracy and completeness of the content herein.

The first holders’ meetings of the 2022 A share core employee stock ownership Plan (hereinafter referred to as the “2022 A share Employee Stock Ownership Plan”) and 2022 H share core employee stock ownership Plan (hereinafter referred to as the “2022 H share Employee Stock Ownership Plan”) of Haier Smart Home Co., Ltd. (hereinafter referred to as the “Company”) were held on 30 May 2022 at 303C Meeting Room in Haier Eco Brand Central Building by means of on-site meeting and communication. The meetings were convened and presided over by Chairman Liang Haishan. The 2022 A share employee stock ownership Plan holders’ meeting shall have 2,250 holders and 2,250 holders actually attended the meeting, representing 680 million shares of the 2022 A share Employee Stock Ownership Plan and accounting for 100.00% of the shares under the 2022 A share Employee Stock Ownership Plan. 2022 H share employee stock ownership Plan holders’ meeting shall have 33 holders and 32 holders actually attended the meeting, representing 59.5 million shares of the 2022 H share Employee Stock Ownership Plan and accounting for 99.17% of the shares under the 2022 H share Employee Stock Ownership Plan. The meetings complied with the relevant regulations of the Company's employee stock ownership Plan. The proposals deliberated at the meeting are as follows:

## **I. The First Holders' Meeting of 2022 A share Employee Stock Ownership Plan**

After discussion and voting by the holders at the meeting, the following resolutions were made on matters related to the 2022 A share employee stock ownership Plan:

- 1. The Proposal on Establishing the Management Committee of 2022 A share Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. was reviewed and approved** (Voting results: 680 million shares voted for, accounting for 100.00% of the total number of shares held by holders attending the holders' meeting; 0 voted against, accounting for 0.00% of the total number of shares held by holders attending the holders' meeting; 0 abstained, accounting for 0.00% of the total number of shares held by holders attending the holders' meeting)

All holders are aware of and understand the content of the *2022 A share Core Employee Stock Ownership Plan (Draft) of Haier Smart Home Co., Ltd.* (hereinafter referred to as "*A share Employee Stock Ownership Plan*") and voluntarily participate in the 2022 A share Employee Stock Ownership Plan. They have been informed the risks of participating in the 2022 A share Employee Stock Ownership Plan and agreed to be responsible for their own profits and losses. They voluntarily assume the risks of participating in the 2022 A share Employee Stock Ownership Plan and abide by the relevant provisions of the Employee Stock Ownership Plan.

According to the *A share Employee Stock Ownership Plan*, the 2022 A share Employee Stock Ownership Plan has established the Management Committee of the 2022 A share Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. to supervise the daily management of the Employee Stock Ownership Plan. They will exercise or authorize the management party to exercise shareholders' rights on behalf of the holders of the stock ownership Plan. The Management Committee of the 2022 A share Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. consists of four members.

- 2. The Proposal on Determining Members of the Management Committee of 2022 A share Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. was reviewed and approved** (Voting results: 680 million shares voted for, accounting for 100.00% of the total number of shares held by holders attending the holders' meeting; 0

voted against, accounting for 0.00% of the total number of shares held by holders attending the holders' meeting; 0 abstained, accounting for 0.00% of the total number of shares held by holders attending the holders' meeting)

The meeting confirmed that Li Huagang, Gong Wei, Huang Xiaowu and Song Shangyi were the members of the Management Committee of 2022 A share Employee Stock Ownership Plan of Haier Smart Home Co., Ltd.

Li Huagang has been selected as the director of the Management Committee of the 2022 A share Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. by the above members jointly.

**3. *The Proposal on Authorization to the Management Committee of 2022 A share Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. to Handle Matters Related to 2022 A share Core Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. was reviewed and approved*** (Voting results: 680 million shares voted for, accounting for 100.00% of the total number of shares held by holders attending the holders' meeting; 0 voted against, accounting for 0.00% of the total number of shares held by holders attending the holders' meeting; 0 abstained, accounting for 0.00% of the total number of shares held by holders attending the holders' meeting)

The meeting authorized the members of the Management Committee of 2022 A share Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. to handle the following matters related to the Employee Stock Ownership Plan:

- (1) Convene the meeting of the holders;
- (2) Supervise the ordinary management of the Employee Stock Ownership Plan on behalf of all holders;
- (3) Exercise the rights of shareholders or authorize the management party to exercise the rights of shareholders on behalf of all holders;
- (4) Review and determine the qualification, scope, number, quota of the participates under the Employee Stock Ownership Plan;
- (5) Formulate and revise the management measures of the Employee Stock Ownership Plan;

(6) Determine the holders' equity (share number) according to the Company's assessment results;

(7) Responsible for the connection works with the asset management unit of the Employee Stock Ownership Plan;

(8) Handle all matters including lock-up, unlocking and vesting of the stocks purchased under the Employee Stock Ownership Plan;

(9) The financing method and amount of the Employee Stock Ownership Plan and other matters related to the financing of the Employee Stock Ownership Plan;

(10) Exercising the asset management responsibilities of the Employee Stock Ownership Plan, may delegate its asset management responsibilities to third-party management, including but not limited to sell the Company's stocks for cash after the lock-up period expired and invest the cash assets of the Employee Stock Ownership Plan in cash management instruments including fixed income securities, wealth management products and money market funds;

(11) Formulate and implement the Plan for participating in the Company's refinancing activities including further issues, rights issue or issuance of convertible bonds during the duration of the current phase Employee Stock Ownership Plan;

(12) Authorize the director of the management committee to specifically exercise the rights of shareholders under the current phase Employee Stock Ownership Plan until the completion of liquidation and distribution of the current phase Employee Stock Ownership Plan;

(13) Determine the allocation of the assets of Employee Stock Ownership Plan;

(14) Other duties as authorized by the holders' meeting.

**4. The Proposal on Reviewing the 'Management Measures of 2022 A share Core Employee Stock Ownership Plan of Haier Smart Home Co., Ltd.' was reviewed and approved** (Voting results: 680 million shares voted for, accounting for 100.00% of the total number of shares held by holders attending the holders' meeting; 0 voted against, accounting for 0.00% of the total number of shares held by holders attending the holders' meeting; 0 abstained, accounting for 0.00% of the total number of shares held by holders

attending the holders' meeting)

For details of the *Management Measures of 2022 A share Core Employee Stock Ownership Plan of Haier Smart Home Co., Ltd.*, please refer to the full text of such Management Measures disclosed on the same date as this announcement.

## **(II) The First Holders' Meeting of 2022 H share Employee Stock Ownership Plan**

After discussion and voting by the holders at the meeting, the following resolutions were made on matters related to the 2022 H share employee stock ownership Plan:

**1. The Proposal on Establishing the Management Committee of 2022 H share Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. was reviewed and approved** (Voting results: 59.5 million shares voted for, accounting for 100.00% of the total number of shares held by holders attending the holders' meeting; 0 voted against, accounting for 0.00% of the total number of shares held by holders attending the holders' meeting; 0 abstained, accounting for 0.00% of the total number of shares held by holders attending the holders' meeting)

All holders are aware of and understand the content of the *2022 H share Core Employee Stock Ownership Plan (Draft) of Haier Smart Home Co., Ltd.* (hereinafter referred to as "*H share Employee Stock Ownership Plan*") and voluntarily participate in the 2022 H share Employee Stock Ownership Plan. They have been informed the risks of participating in the 2022 H share Employee Stock Ownership Plan and agreed to be responsible for their own profits and losses. They voluntarily assume the risks of participating in the 2022 H share Employee Stock Ownership Plan and abide by the relevant provisions of the Employee Stock Ownership Plan.

According to the *H share Employee Stock Ownership Plan*, the 2022 H share Employee Stock Ownership Plan has established the Management Committee of the 2022 H share Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. to supervise the daily management of the Employee Stock Ownership Plan. They will exercise or authorize the management party to exercise shareholders' rights on behalf of the holders

of the stock ownership Plan. The Management Committee of the 2022 H share Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. consists of four members.

**2. The Proposal on Determining Members of the Management Committee of 2022 H share Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. was reviewed and approved** (Voting results: 59.5 million shares voted for, accounting for 100.00% of the total number of shares held by holders attending the holders' meeting; 0 voted against, accounting for 0.00% of the total number of shares held by holders attending the holders' meeting; 0 abstained, accounting for 0.00% of the total number of shares held by holders attending the holders' meeting)

The meeting confirmed that Li Huagang, Gong Wei, Huang Xiaowu and Song Shangyi were the members of the Management Committee of 2022 H share Employee Stock Ownership Plan of Haier Smart Home Co., Ltd.

Li Huagang has been selected as the director of the Management Committee of the 2022 H share Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. by the above members jointly.

**3. The Proposal on Authorization to the Management Committee of 2022 H share Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. to Handle Matters Related to 2022 H share Core Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. was reviewed and approved** (Voting results: 59.5 million shares voted for, accounting for 100.00% of the total number of shares held by holders attending the holders' meeting; 0 voted against, accounting for 0.00% of the total number of shares held by holders attending the holders' meeting; 0 abstained, accounting for 0.00% of the total number of shares held by holders attending the holders' meeting)

The meeting authorized the members of the Management Committee of 2022 H share Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. to handle the following matters related to the 2022 H share Employee Stock Ownership Plan:

- (1) Convene the meeting of the holders;
- (2) Supervise the ordinary management of the Employee Stock Ownership Plan on behalf of all holders;

- (3) Exercise the rights of shareholders or authorize the management party to exercise the rights of shareholders on behalf of all holders;
- (4) Review and determine the qualification, scope, number, quota of the participates under the Employee Stock Ownership Plan;
- (5) Formulate and revise the management measures of the Employee Stock Ownership Plan;
- (6) Determine the holders' equity (share number) according to the Company's assessment results;
- (7) Responsible for the connection works with the asset management unit of the Employee Stock Ownership Plan;
- (8) Handle all matters including lock-up, unlocking and vesting of the stocks purchased under the Employee Stock Ownership Plan;
- (9) The financing method and amount of the Employee Stock Ownership Plan and other matters related to the financing of the Employee Stock Ownership Plan;
- (10) Exercising the asset management responsibilities of the Employee Stock Ownership Plan, may delegate its asset management responsibilities to third-party management, including but not limited to sell the Company's stocks for cash after the lock-up period expired and invest the cash assets of the Employee Stock Ownership Plan in cash management instruments including fixed income securities, wealth management products and money market funds;
- (11) Formulate and implement the Plan for participating in the Company's refinancing activities including further issues, rights issue or issuance of convertible bonds during the duration of the current phase Employee Stock Ownership Plan;
- (12) Authorize the director of the management committee to specifically exercise the rights of shareholders under the current phase Employee Stock Ownership Plan until the completion of liquidation and distribution of the current phase Employee Stock Ownership Plan;
- (13) Determine the allocation of the assets of Employee Stock Ownership Plan;
- (14) Other duties as authorized by the holders' meeting.

**4. The Proposal on Reviewing the ‘Management Measures of 2022 H share Core Employee Stock Ownership Plan of Haier Smart Home Co., Ltd.’ was reviewed and approved** (Voting results: 59.5 million shares voted for, accounting for 100.00% of the total number of shares held by holders attending the holders’ meeting; 0 voted against, accounting for 0.00% of the total number of shares held by holders attending the holders’ meeting; 0 abstained, accounting for 0.00% of the total number of shares held by holders attending the holders’ meeting)

For details of the *Management Measures of 2022 H share Core Employee Stock Ownership Plan of Haier Smart Home Co., Ltd.*, please refer to the full text of such Management Measures disclosed on the same date as this announcement.

It is hereby notified the above.

The Board of Directors of Haier Smart Home Co., Ltd.

31 May 2022