

Haier Smart Home Co., Ltd.

Announcement on Vesting of Interests in 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 or material omissions in this announcement, and accept legal responsibility for the authenticity, accuracy and completeness of the content herein.

Haier Smart Home Co., Ltd. (hereinafter referred to as the “Company” or “Haier Smart Home”) has completed relevant matters recently in relation to vesting of interests of the Company’s 2023 A-share/H-share Core Employee Stock Ownership Plan and 2024 A-share/H-share Core Employee Stock Ownership Plan (collectively referred to as the “Core Employee Stock Ownership Plan”). The details are as follows:

I. Introduction to the Core Employee Stock Ownership Plan

(I) 2023 A-share/H-share Core Employee Stock Ownership Plan

1. Approval and review procedures performed

The Company convened the 5th meeting of the 11th session of the Board of Directors and 5th meeting of the 11th session of the Board of Supervisors on 27 April 2023, and the 2022 Annual General Meeting on 26 June 2023, considering and approving the *2023 A-share Core Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. (Draft) and its Summary* (hereinafter referred to as the “2023 A-share Core Employee Stock Ownership Plan”), the *2023 H-share Core Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. (Draft) and its Summary* (hereinafter referred to as the “2023 H-share Core Employee Stock Ownership Plan”) and other relevant resolutions, and agreed to implement the Company's 2023 A-share Core Employee Stock Ownership Plan and 2023 H-share Core Employee Stock Ownership

Plan. There were no more than 2,400 employees participating in the 2023 A-share Core Employee Stock Ownership Plan, holding 565,500,000 units (RMB) in total, and a total of 34 employees participating in the 2023 H-share Core Employee Stock Ownership Plan, holding 70,500,000 units (RMB) in total.

2. Share purchases and lock-ups

According to the *Announcement on the Completion of the Non-trading Transfer of Shares for the 2023 A-share Core Employee Stock Ownership Plan of Haier Smart Home Co., Ltd.* published by the Company on 19 July 2023, a total of 25,117,000 shares had been transferred under the 2023 A-share Core Employee Stock Ownership Plan from the “Special Securities Account for Repurchase of Haier Smart Home Co., Ltd.” to the special account of “Haier Smart Home Co., Ltd. - 2023 A-share Core Employee Stock Ownership Plan” in a non-trading manner on 17 July 2023 at a price of RMB22.49 per share. The above-mentioned purchased stocks were subject to lock-up as stipulated, the lock-up period of which shall be from 19 July 2023 to 18 July 2024.

According to the *Announcement on Completion of Share Purchase under the 2023 H-share Core Employee Stock Ownership Plan of Haier Smart Home Co., Ltd.* published by the Company on 26 July 2023, the “ISAM Xinzhong Haier Smart Home No. 9 Employee Stock Ownership Single Asset Management Plan” (hereinafter referred to as the “No. 9 Asset Management Plan”) was established by Industrial Securities Asset Management Co., Ltd. for the purpose of management, which was entrusted by the 2023 H-share Core Employee Stock Ownership Plan. As of 25 July 2023, an accumulative total of 3,230,400 H Shares of the Company were purchased from the secondary market through Southbound Trading under the No. 9 Asset Management Plan, with an average trading price of HK\$23.6178 per share and the trading amount of approximately HK\$76,294,790.00. The above-mentioned purchased stocks were subject to lock-up as stipulated, the lock-up period of which shall be from 26 July 2023 to 25 July 2024.

3. Performance appraisal indicators

The interests in the Target Shares under 2023 A-share/H-share Core Employee Stock Ownership Plan shall be vested to the participants in two phases in the proportion of 40% and 60% after the expiry of the lock-up period. The specific vesting schedule shall be determined by the Management Committee of the 2023 A-share/H-share Core Employee Stock Ownership Plan (hereinafter referred to as the “2023 Management Committee”) after the expiry of the lock-up period. The appraisal indicators and vesting arrangements were as follows:

(1) Where the participants are the chairman, president, supervisor and platform personnel of the Company, the appraisal indicators and vesting arrangements shall be as follows:

If the 2023 Management Committee assesses that such participants have achieved the target results for 2023/2024 and the comprehensive completion rate for 2023/2024 exceeds 1 (inclusive), 40%/60% of their interests in the Target Shares under the plan for such periods shall be vested to the participants in full. If the comprehensive completion rate is between 0.8 (inclusive) to 1: ① for both completion rates of compound growth rate of net profit attributable to the parent company after non-recurring items and return on equity exceeding 0.8 (inclusive), vesting shall be made after the proportion of vesting is determined by the Management Committee and submitted to the Remuneration and Appraisal Committee for approval; ② for any of the completion rate of compound growth rate of net profit attributable to the parent company after non-recurring items and return on equity below 0.8 (exclusive), vesting shall be made after the proportion of vesting is determined by the Remuneration and Appraisal Committee and submitted to the Board of Directors for approval. If the comprehensive completion rate is less than 0.8 (exclusive), 40%/60% of the interests in the Target Shares under the 2023 A-share/H-share Core Employee Stock Ownership Plan will not be vested.

(2) As assessed by the 2023 Management Committee, if participants (other than the aforementioned participants) meet the criteria in 2023 and 2024, 40% and 60% of the equity interests shall be vested respectively.

4. Vesting in the previous period

According to the *Audit Report* (He Xin Shen Zi (2024) No. 000186) issued by Hexin Certified Public Accountants LLP, the growth rate of the Company's audited net profit attributable to the parent company after non-recurring items for 2023 over the net profit attributable to the parent company for 2022 was 13.33%. The weighted average return on equity for the year 2023 was 16.85%, on the basis of which the comprehensive completion rate was calculated as 0.95. Pursuant to the standards set for the relevant performance indicators of the 2023 Core Employee Stock Ownership Plan, and taking into account the performance completion of the business units to which the participants of the Plan belong, individual performance and other factors, the following vesting arrangements were approved by the resolution of the 2023 Management Committee, as well as after consideration, approval and relevant authorizations at the 7th meeting of the 11th session of the Company's Remuneration and Assessment Committee of the Board:

(1) 7,927,583 shares (and dividends received on the corresponding shares) shall be vested to 2,138 participants of the 2023 A-share Core Employee Stock Ownership Plan of the Company for this time. No shares shall be vested to the remaining participants for the time being and their entitlement may be reclaimed due to reasons such as substandard performance assessment and departure.

The Company processed the transfer of the relevant shares at the China Securities Depository and Clearing Corporation Limited Shanghai Branch on 22 July 2024 in accordance with the abovementioned resolution. The total number of transferred shares amounted to 7,927,583, and the stock transfer was successfully processed.

(2) 890,393 shares (and dividends received on the corresponding shares) shall be vested to 30 participants of the 2023 H-share Core Employee Stock Ownership Plan for this time. No shares shall be vested to the remaining participants for the time being and their entitlement may be reclaimed due to reasons such as substandard performance assessment and departure. The first vesting of the 2023 H-share Core Employee Stock Ownership Plan is being operated and executed by the asset management institution.

(II) 2024 A-share/H-share Core Employee Stock Ownership Plan

1. Approval and review procedures performed

The Company convened the 10th meeting of the 11th session of the Board of Directors and 10th meeting of the 11th session of the Board of Supervisors on 29 April 2024, and the 2023 Annual General Meeting on 20 June 2024, considering and approving the *2024 A-share Core Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. (Draft) and its Summary* (hereinafter referred to as the “2024 A-share Core Employee Stock Ownership Plan”), the *2024 H-share Core Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. (Draft) and its Summary* (hereinafter referred to as the “2024 H-share Core Employee Stock Ownership Plan”) and other relevant resolutions and administrative regulations, and agreed to implement the Company’s 2024 A-share Core Employee Stock Ownership Plan and 2024 H-share Core Employee Stock Ownership Plan. There were no more than 2,366 employees participating in the 2024 A-share Core Employee Stock Ownership Plan, holding 706,500,000 units (RMB) in total, and a total of 29 employees participating in the 2024 H-share Core Employee Stock Ownership Plan, holding 68,000,000 units (RMB) in total.

2. Share purchase and lock-ups

According to the *Announcement on the Completion of the Non-trading Transfer of Shares for the 2024 A-share Core Employee Stock Ownership Plan of Haier Smart Home Co., Ltd.* published by the Company on 13 July 2024, a total of 31,266,608 shares had been transferred under the 2024 A-share Core Employee Stock Ownership Plan from the “Special Securities Account for Repurchase of Haier Smart Home Co., Ltd.” to the special account of “Haier Smart Home Co., Ltd. - 2024 A-share Core Employee Stock Ownership Plan” in a non-trading manner on 11 July 2024 at a price of RMB22.58 per share. The above-mentioned purchased stocks were subject to lock-up as stipulated, the lock-up period of which shall be from 13 July 2024 to 12 July 2025.

According to the *Announcement on Completion of Share Purchase Under the 2024 H-share Core Employee Stock Ownership Plan of Haier Smart Home Co., Ltd.* published by the Company on 27 July 2024, the “ISAM Xinzhong Haier Smart Home No. 10 Employee Stock Ownership Single Asset Management Plan” (hereinafter referred to as the “No. 10 Asset Management Plan”) was established by Industrial

Securities Asset Management Co., Ltd. for the purpose of management, which was entrusted by the 2024 H-share Core Employee Stock Ownership Plan. As of 26 July 2024, an accumulative total of 3,035,400 H Shares of the Company were purchased from the secondary market through Southbound Trading under the No. 10 Asset Management Plan, with an average trading price of HK\$23.9203 per share and the trading amount of approximately HK\$72,607,780.00. The above-mentioned purchased stocks were subject to lock-up as stipulated, the lock-up period of which shall be from 27 July 2024 to 26 July 2025.

3. Performance appraisal indicators

The interests in the Target Shares under 2024 A-share/H-share Core Employee Stock Ownership Plan shall be vested to the participants in two phases in the proportion of 40% and 60% after the expiry of the lock-up period. The specific vesting schedule shall be determined by the Management Committee of the 2024 A-share/H-share Core Employee Stock Ownership Plan (hereinafter referred to as the “2024 Management Committee”) after the expiry of the lock-up period. The appraisal indicators and vesting arrangements were as follows:

(1) Where the participants are the chairman, president, supervisor and platform personnel of the Company, the appraisal indicators and vesting arrangements shall be as follows:

If the 2024 Management Committee assesses that such participants have achieved the target results for 2024 and the comprehensive completion rate for 2025 exceeds 1 (inclusive), 40%/60% of their interests in the Target Shares under the plan for such periods shall be vested to the participants in full. If the comprehensive completion rate is between 0.8 (inclusive) to 1: ① for both completion rates of compound growth rate of net profit attributable to the parent company after non-recurring items and return on equity exceeding 0.8 (inclusive), vesting shall be made after the proportion of vesting is determined by the Management Committee and submitted to the Remuneration and Appraisal Committee for approval; ② for any of the completion rate of compound growth rate of net profit attributable to the parent company after non-recurring items and return on equity below 0.8 (exclusive), vesting shall be made after the proportion of

vesting is determined by the Remuneration and Appraisal Committee and submitted to the Board of Directors for approval. If the comprehensive completion rate is less than 0.8 (exclusive), 40%/60% of the interests in the Target Shares under the 2024 A-share/H-share Core Employee Stock Ownership Plan will not be vested.

(2) As assessed by the 2024 Management Committee, if participants (other than the aforementioned participants) meet the criteria in 2024 and 2025, 40% and 60% of the equity interests shall be vested respectively.

II. Details of the Current Vesting

(I) 2023 A-share/H-share Core Employee Stock Ownership Plan

According to the *Audit Report* issued by Hexin Certified Public Accountants LLP (Hexin (2025) No. 000286), the compound growth rate of the Company's audited net profit attributable to the parent company after non-recurring items for 2024 over 2022 was 12.92%. The weighted average return on equity for the year 2024 was 17.70%, on the basis of which the comprehensive completion rate was calculated as 0.96. Pursuant to the standards set for the relevant performance indicators of the 2023 Core Employee Stock Ownership Plan, and taking into account the performance completion of the business units to which the participants of the Plan belong, individual performance and other factors, the following vesting arrangements were approved by the resolution of the Management Committee, as well as after consideration and relevant authorizations at the 9th meeting of the 11th session of the Company's Remuneration and Assessment Committee of the Board:

(1) 8,734,924 shares (and dividends received on the corresponding shares) shall be vested to 2,139 participants of the 2023 A-share Core Employee Stock Ownership Plan of the Company for this time. No shares shall be vested to the remaining participants for the time being and their entitlement may be reclaimed due to reasons such as substandard performance assessment and departure.

The Company has processed the transfer of the relevant shares at the China Securities Depository and Clearing Corporation Limited Shanghai Branch on 25 July 2025 in accordance with the abovementioned resolution, with an aggregate number of

8,734,924 shares, and the transfer of the shares has been completed.

(2) 853,378 shares (and dividends received on the corresponding shares) shall be vested to 29 participants of the 2023 H-share Core Employee Stock Ownership Plan of the Company for this time according to the 2024 annual results and the results of their individual appraisal. No shares shall be vested to the remaining participants for the time being and their entitlement may be reclaimed due to reasons such as substandard performance assessment and departure. Industrial Securities Asset Management Co., Ltd., the asset management institution of the 2023 H-share Core Employee Stock Ownership Plan, shall dispose of the H Shares held by the ISAM Xinzhong Haier Smart Home No. 9 Employee Stock Ownership Single Asset Management Plan in due course in accordance with the resolution of this meeting, and allocate cash to the aforementioned participants after taking into account the dividends received in respect of H-share Stock Ownership Plan.

(II) 2024 A-share/H-share Core Employee Stock Ownership Plan

According to the *Audit Report* issued by Hexin Certified Public Accountants LLP (Hexin (2025) No. 000286), the growth rate of the Company's audited net profit attributable to the parent company after non-recurring items for 2024 over the net profit attributable to the parent company for 2023 is 12.52%. The weighted average return on equity for the year 2024 was 17.70%, on the basis of which the comprehensive completion rate was calculated as 0.94. Pursuant to the standards set for the relevant performance indicators of the 2024 Core Employee Stock Ownership Plan, and taking into account the performance completion of the business units to which the participants of the Plan belong, individual performance and other factors, the following vesting arrangements were approved by the resolution of the 2024 Management Committee, as well as after consideration, approval and relevant authorizations at the 9th meeting of the 11th session of the Company's Remuneration and Assessment Committee of the Board:

(1) 7,407,556 shares (and dividends received on the corresponding shares) shall be vested to 2,203 participants of the 2024 A-share Core Employee Stock Ownership Plan of the Company for this time. No shares shall be vested to the remaining participants for

the time being and their entitlement may be reclaimed due to reasons such as substandard performance assessment and departure.

The Company has processed the transfer of the relevant shares at the China Securities Depository and Clearing Corporation Limited Shanghai Branch on 25 July 2025 in accordance with the abovementioned resolution, with an aggregate number of 7,407,556 shares, and the transfer of the shares has been completed.

(2) 508,873 shares (and dividends received on the corresponding shares) shall be vested to 27 participants of the 2024 H-share Core Employee Stock Ownership Plan of the Company for this time according to the 2024 annual results and the results of their individual appraisal. No shares shall be vested to the remaining participants for the time being and their entitlement may be reclaimed due to reasons such as substandard performance assessment and departure. Industrial Securities Asset Management Co., Ltd., the asset management institution of the 2024 H-share Core Employee Stock Ownership Plan, shall dispose of the H Shares held by the ISAM Xinzhong Haier Smart Home No. 10 Employee Stock Ownership Single Asset Management Plan in due course in accordance with the resolution of this meeting, and allocate cash to the aforementioned participants after taking into account the dividends received in respect of H-share Stock Ownership Plan.

There are 15 directors and senior management of the Company participating in the current vesting of 2023/2024 A-share Core Employee Stock Ownership Plan. A total of 663,051 A shares are vested this time (see the table below for details). Any changes to their shares shall be subject to the *Rules Governing the Shares of the Company Held by Directors and Senior Management of Listed Companies and Its Changes Thereof*, the *Provisional Measures for the Management of Share Reductions by Shareholders of Listed Companies* and other relevant provisions.

No.	Position	Name	Total numbers of A shares vested for this time (share)
1	Directors (or also senior executive)	LI Huagang	106,255
2		GONG Wei	52,379
3		LI Shaohua	30,729
4		SUN Danfeng	42,563
5	Senior executive	LI Pan	24,211
6		ZHAO Yanfeng	55,504
7		WU Yong	48,887
8		SONG Yujun	34,143
9		GUAN Jiangyong	59,310
10		FU Songhui	42,946
11		LI Yang	45,416
12		HUANG Decheng	39,013
13		SUN Jiacheng	33,256
14		LIU Qun	34,919
15		LIU Xiaomei	13,520
Total			663,051

III. The Current Status of the Stock Ownership Plan and Follow-up Arrangements

(I) After this vesting, 8,454,493 shares of the Company are held under the 2023 A-share Core Employee Stock Ownership Plan and 1,486,629 shares of the Company are held under the 2023 H-share Core Employee Stock Ownership Plan; 23,859,052 shares of the Company are held under the 2024 A-share Core Employee Stock Ownership Plan and 2,526,527 shares of the Company are held under the 2024 H-share Core Employee Stock Ownership Plan.

(II) The duration of the Core Employee Stock Ownership Plan shall not exceed 5 years, calculated from the date when the Company announces that the Target Shares obtained in the last time are recorded to the Core Employee Stock Ownership Plan (2023 A-share Core Employee Stock Ownership Plan shall be effective for calculation from 19 July 2023 and 2023 H-share Core Employee Stock Ownership Plan shall be effective for calculation from 26 July 2023; 2024 A-share Core Employee Stock

Ownership Plan shall be effective for calculation from 13 July 2024 and 2024 H-share Core Employee Stock Ownership Plan shall be effective for calculation from 27 July 2024). After the expiration of the duration, the Core Employee Stock Ownership Plan shall be terminated, or may be extended after consideration and approval from the Board.

(III) According to the *2023 A-share Core Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. (Draft)*, the *2023 H-share Core Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. (Draft)*, the *2024 A-share Core Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. (Draft)* and the *2024 H-share Core Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. (Draft)*, the Core Employee Stock Ownership Plan can be terminated in advance upon the expiry of the lock-up period, provided that the assets under the Core Employee Stock Ownership Plan are all monetary funds.

It is hereby notified the above.

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

28 July 2025