

**Haier Smart Home Co., Ltd.**  
**Announcement on Resolutions of the First Holders’**  
**Meeting of the 2024 A-Share and H-Share 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 accept legal responsibility for the authenticity, accuracy and completeness of the content herein.

The first holders’ meeting of the 2024 A-share core employee stock ownership plan and the first holders’ meeting of the 2024 H-share core employee stock ownership plan of Haier Smart Home Co., Ltd. (hereinafter referred to as the “Company”) were held on 26 June 2024 at Conference Room 303A, Haier Ecosystem Brand Building by means of on-site meeting and communication. The meetings were convened and presided over by Chairman Li Huagang.

The first holders’ meeting of 2024 A-share employee stock ownership plan shall have 2,400 holders of which 2,366 holders actually attended the meeting, representing 706.50 million units of the 2024 A-share Employee Stock Ownership Plan and accounting for 99.3% of the shares under the 2024 A-share Employee Stock Ownership Plan. The first holders’ meeting of 2024 H-share employee stock ownership plan shall have 30 holders of which 28 holders actually attended the meeting, representing 67.50 million units of the 2024 H-share Employee Stock Ownership Plan and accounting for 98.5% of the shares under the 2024 H-share Employee Stock Ownership Plan. The meetings complied with the relevant regulations of the Company's employee stock ownership plan.

Details of the meetings are as follows:

**I. The First Holders' Meeting of 2024 A-share Core Employee Stock Ownership Plan**

After discussion and voting by the holders at the meeting, the following resolutions were passed on matters related to the 2024 A-share Core Employee Stock Ownership Plan:

**1. The *Proposal on Establishing the Management Committee of 2024 A-share Core Employee Stock Ownership Plan of Haier Smart Home Co., Ltd.* was reviewed**

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**and approved** (Voting results: 706.50 million units voted for, accounting for 100% of the total number of shares held by holders attending the holders' meeting; 0 voted against, accounting for 0% of the total number of shares held by holders attending the holders' meeting; 0 abstained, accounting for 0% of the total number of shares held by holders attending the holders' meeting).

All holders are aware of and understand the contents of the *2024 A-share Core Employee Stock Ownership Plan (Draft) of Haier Smart Home Co., Ltd.* (hereinafter referred to as “*2024 A-share Core Employee Stock Ownership Plan*”) and voluntarily participate in the Employee Stock Ownership Plan. They have been informed the risks of participating in the Employee Stock Ownership Plan and agreed to be responsible for their own profits and losses. They voluntarily assume the risks of participating in the Employee Stock Ownership Plan and abide by the relevant provisions of the Employee Stock Ownership Plan.

According to the 2024 A-share Core Employee Stock Ownership Plan, the Management Committee of the 2024 A-share Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. has been established to supervise the daily management of the 2024 A-share 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 2024 A-share Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. consists of four members.

**2. The Proposal on Electing Members of the Management Committee of 2024 A-share Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. was reviewed and approved** (Voting results: 706.50 million units voted for, accounting for 100% of the total number of shares held by holders attending the holders' meeting; 0 voted against, accounting for 0% of the total number of shares held by holders attending the holders' meeting; 0 abstained, accounting for 0% of the total number of shares held by holders attending the holders' meeting).

Li Huagang, Gong Wei, Liu Xiaomei and Song Shangyi were elected as the members of the Management Committee of 2024 A-share Stock Ownership Plan.

Li Huagang has been elected as the chairman of the Management Committee of the 2024 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 2024 A-share Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. to Handle Matters**

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***Related to 2024 A-share Core Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. was reviewed and approved*** (Voting results: 706.50 million units voted for, accounting for 100% of the total number of shares held by holders attending the holders' meeting; 0 voted against, accounting for 0% of the total number of shares held by holders attending the holders' meeting; 0 abstained, accounting for 0% of the total number of shares held by holders attending the holders' meeting).

An authorization was granted to the members of the Management Committee of 2024 A-share Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. to handle the following matters related to 2024 A-share Employee Stock Ownership Plan:

- (1) Convene the meeting of the holders and execute the resolutions proposed thereat;
- (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 confirm 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' rights and benefits (shares) according to the assessment results of the Company;
- (7) Be responsible for appointment and connection works with the asset management institutions of the Employee Stock Ownership Plan (if any);
- (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) Exercise the asset management responsibilities of the Employee Stock Ownership Plan. In case of self-management method adopted by the Employee Stock Ownership Plan, the Management Committee as the management party shall take charge of the daily management of the Employee Stock Ownership Plan (including but not limited to reducing the shares of the Company held under the Employee Stock Ownership Plan upon the expiry of the lock-up period, distributing gains and cash assets to the holders on behalf of the Employee Stock Ownership Plan, etc.). The Management Committee may also delegate its asset management responsibilities to third-party management (such as the appointment of asset management institutions), 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

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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 Employee Stock Ownership Plan;

(12) Be responsible for share reduction arrangement of the Employee Stock Ownership Plan;

(13) Authorize the chairman of the Management Committee to specifically exercise the rights of shareholders for shares under the Employee Stock Ownership Plan until the completion of liquidation and distribution of the Employee Stock Ownership Plan;

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

(15) Execute relevant documents on behalf of the all of holders;

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

**4. The Proposal on Formulating the “Management Measures of 2024 A-share Core Employee Stock Ownership Plan of Haier Smart Home Co., Ltd.” was reviewed and approved** (Voting results: 706.50 million units voted for, accounting for 100% of the total number of shares held by holders attending the holders’ meeting; 0 voted against, accounting for 0% of the total number of shares held by holders attending the holders’ meeting; 0 abstained, accounting for 0% of the total number of shares held by holders attending the holders’ meeting).

Based on the confidence in the Company’s sustainable and stable development in the future, and on the premise of complying with the relevant laws and regulations, the *Management Measures of 2024 A-share Core Employee Stock Ownership Plan of Haier Smart Home Co., Ltd.* has been formulated. Due to the leave or position adjustment of some employees, the number of holders of the 2024 A-share Core Employee Stock Ownership Plan has changed to be no more than 2,366, and the corresponding total amount of funds withdrawn from the 2024 A-share Core Employee Stock Ownership Plan has changed to RMB706.50 million. The contents of the Management Measures also include the formulation and management of the employee stock ownership plan, the rights and obligations of the holders, the asset composition of the employee stock ownership plan and the disposal method of equity, the vesting and disposal of equity and other chapters.

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For details of the *Management Measures of 2024 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 2024 H-share Core Employee Stock Ownership Plan**

After discussion and voting by the holders at the meeting, the following resolutions were passed on matters related to the 2024 H-share Core Employee Stock Ownership Plan:

**1. The Proposal on Establishing the Management Committee of 2024 H-share Core Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. was reviewed and approved** (Voting results: 67.50 million units voted for, accounting for 100% of the total number of shares held by holders attending the holders' meeting; 0 voted against, accounting for 0% of the total number of shares held by holders attending the holders' meeting; 0 abstained, accounting for 0% of the total number of shares held by holders attending the holders' meeting).

All holders are aware of and understand the contents of the *2024 H-share Core Employee Stock Ownership Plan (Draft) of Haier Smart Home Co., Ltd.* (hereinafter referred to as "*2024 H-share Core Employee Stock Ownership Plan*") and voluntarily participate in the Employee Stock Ownership Plan. They have been informed the risks of participating in the Employee Stock Ownership Plan and agreed to be responsible for their own profits and losses. They voluntarily assume the risks of participating in the Employee Stock Ownership Plan and abide by the relevant provisions of the Employee Stock Ownership Plan.

According to the 2024 H-share Core Employee Stock Ownership Plan, the Management Committee of the 2024 H-share Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. has been established to supervise the daily management of the 2024 H-share 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 2024 H-share Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. consists of four members.

**2. The Proposal on Electing Members of the Management Committee of 2024 H-share Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. was reviewed and approved** (Voting results: 67.50 million units voted for, accounting for 100% of the total number of shares held by holders attending the holders' meeting; 0 voted against, accounting for 0% of the total number of shares held by holders attending the holders' meeting).

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

Li Huagang, Gong Wei, Huang Xiaowu and Song Shangyi were elected as the members of the Management Committee of 2024 H-share Stock Ownership Plan.

Li Huagang has been elected as the chairman of the Management Committee of the 2024 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 2024 H-share Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. to Handle Matters Related to 2024 H-share Core Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. was reviewed and approved** (Voting results: 67.50 million units voted for, accounting for 100% of the total number of shares held by holders attending the holders' meeting; 0 voted against, accounting for 0% of the total number of shares held by holders attending the holders' meeting; 0 abstained, accounting for 0% of the total number of shares held by holders attending the holders' meeting).

An authorization was granted to the members of the Management Committee of 2024 H-share Employee Stock Ownership Plan of Haier Smart Home Co., Ltd. to handle the following matters related to 2024 H-share Employee Stock Ownership Plan:

- (1) Convene the meeting of the holders and execute the resolutions proposed thereat;
- (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 confirm 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' rights and benefits (shares) according to the assessment results of the Company;
- (7) Be responsible for appointment and connection works with the asset management institutions of the Employee Stock Ownership Plan (if any);
- (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;

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(10) Exercise the asset management responsibilities of the Employee Stock Ownership Plan. In case of self-management method adopted by the Employee Stock Ownership Plan, the Management Committee as the management party shall take charge of the daily management of the Employee Stock Ownership Plan (including but not limited to reducing the shares of the Company held under the Employee Stock Ownership Plan upon the expiry of the lock-up period, distributing gains and cash assets to the holders on behalf of the Employee Stock Ownership Plan, etc.). The Management Committee may also delegate its asset management responsibilities to third-party management (such as the appointment of asset management institutions), 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 Employee Stock Ownership Plan;

(12) Be responsible for share reduction arrangement of the Employee Stock Ownership Plan;

(13) Authorize the chairman of the Management Committee to specifically exercise the rights of shareholders for shares under the Employee Stock Ownership Plan until the completion of liquidation and distribution of the Employee Stock Ownership Plan;

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

(15) Execute relevant documents on behalf of the all of holders;

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

**4. The Proposal on Formulating the “Management Measures of 2024 H-share Core Employee Stock Ownership Plan of Haier Smart Home Co., Ltd.” was reviewed and approved** (Voting results: 67.50 million units voted for, accounting for 100% of the total number of shares held by holders attending the holders’ meeting; 0 voted against, accounting for 0% of the total number of shares held by holders attending the holders’ meeting; 0 abstained, accounting for 0% of the total number of shares held by holders attending the holders’ meeting).

Based on the confidence in the Company's sustainable and stable development in the future, and on the premise of complying with the relevant laws and regulations, the *Management Measures of 2024 H-share Core Employee Stock Ownership Plan of Haier Smart Home Co., Ltd.* has been formulated. Due to the leave or position adjustment of some employees, the number of holders of the 2024 H-share Core Employee Stock Ownership Plan has changed to 29, and the total amount of funds withdrawn from the

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2024 H-share Core Employee Stock Ownership Plan has changed to RMB68.00 million. The contents of the Management Measures also includes the formulation and management of the employee stock ownership plan, the rights and obligations of the holders, the asset composition of the employee stock ownership plan and the disposal method of equity, the vesting and disposal of equity and other chapters.

For details of the *Management Measures of 2024 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.

**5. The Proposal on Determining Asset Management Institution of 2024 H-share Core Employee Stock Ownership Plan was reviewed and approved** (Voting results: 67.50 million units voted for, accounting for 100% of the total number of shares held by holders attending the holders' meeting; 0 voted against, accounting for 0% of the total number of shares held by holders attending the holders' meeting; 0 abstained, accounting for 0% of the total number of shares held by holders attending the holders' meeting).

Considering the demands of 2024 H-share Core Employee Stock Ownership Plan on professional management and comprehensive factors such as the service capabilities and price quote of asset management institutions, it is agreed that Industrial Securities Asset Management Co., Ltd. is appointed as the manager of the 2024 H-share Core Employee Stock Ownership Plan. If there are changes in the management method and managers during the subsequent phases of implementation, the Management Committee shall decide on the specific changes in accordance with the authorization to the Management Committee under the 2024 H-share Core Employee Stock Ownership Plan.

It is hereby notified the above.

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

26 June 2024

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