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## **XIMEI RESOURCES HOLDING LIMITED**

**稀美資源控股有限公司**

*(Incorporated in the Cayman Islands with limited liability)*

**(Stock code: 9936)**

### **GRANT OF SHARE AWARDS**

This announcement is made pursuant to Rule 17.06A of the Listing Rules.

The Board announces that on 27 March 2026, the Company granted a total of 174,900 Awarded Shares to the Grantees as share awards under the Share Award Scheme, representing approximately 0.05% of the total issued Shares as at the Grant Date. Details are as follows:

Grant Date	:	27 March 2026
Number of Awarded Shares	:	174,900 Awarded Shares, representing approximately 0.05% of the total issued Shares as at the Grant Date
Consideration for the grant of the Awarded Shares	:	Nil
Closing price of the Shares on the Grant Date	:	HK\$13.84 per Share
Performance target	:	The vesting of the Awarded Shares is subject to the fulfillment of performance targets set up by the Company, which are based on individual performance indicators relevant to the roles and responsibilities of the Grantees. The Board has determined that the Grantees have met their individual performance targets.

Vesting period : Nil

The vesting of the Awarded Shares to the Grantees is shorter than 12 months. Under the Share Award Scheme, the Directors have discretion in allowing a shorter vesting period in certain circumstances, including but not limited to grants of Awarded Shares with performance-based vesting conditions provided in the Share Award Scheme.

As the vesting of the Awarded Shares is subject to the fulfillment of performance targets set up by the Company, a vesting period of less than 12 months is allowed under the Share Award Scheme. Considering that a shorter vesting period allows flexibility for the Company to reward exceptional performers who fulfilled the performance targets in less than 12 months, the Directors are of the view that the arrangement with nil or a shorter vesting period can increase the incentive of the Grantees to fulfill the performance targets within a shorter period, and is therefore appropriate and aligns with the purpose of the Share Award Scheme.

Clawback/lapse mechanism : If any of the following events (“**Clawback Event**”) shall occur during the vesting period:

- (i) there being a material misstatement in the audited financial statements of the Company that requires a restatement;
- (ii) the Grantee being guilty of fraud or persistent or serious misconduct, regardless of whether there is any accounting restatement or a material error in calculating or determining the performance metrics or other criteria; or

- (iii) if Directors are of the opinion that there occur any circumstances that show or lead to any of the prescribed performance targets having been assessed or calculated in a materially inaccurate manner,

the Directors may by notice in writing to the Grantee concerned (aa) claw back all or a specified part of the Awarded Shares awarded as the Directors may consider appropriate; or (bb) impose or extend the vesting period (regardless of whether the initial vesting date has occurred) in relation to all or a specified part of the Awarded Shares (to the extent not already sold) to such period as the Directors may consider appropriate.

Moreover, the Awarded Shares granted shall automatically lapse in the event the Grantee(s) ceases to be an eligible participant as stipulated under the Share Award Scheme.

Details of the Grantees are as follows:

<b>Class of Grantee</b>	<b>Number of Awarded Shares granted</b>	<b>Approximate percentage of the total number of issued Shares as at the Grant Date</b>
Employees of the Group	174,900	0.05%

#### **REASONS FOR AND BENEFITS OF THE GRANT OF AWARDED SHARES**

The grant of the Awarded Shares is to (i) recognise the Grantees for their contribution to the Group; (ii) inspire employees to engage in their work with enthusiasm and dedication; and (iii) encourage and retain the Grantees to strive for the future development of the Group by providing them with the opportunity to own equity interests in the Company. The Directors are of the view that the grant of the Awarded Shares is in the interests of the Company and its shareholders as a whole.

## **LISTING RULES IMPLICATIONS**

To the best knowledge, information and belief of the Directors, and having made all reasonable enquiry, (i) 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; (ii) none of the Grantees is a participant with options and awards granted and to be granted exceeding the 1% individual limit under the Listing Rules; and (iii) none of the Grantees is a related entity participant or a service provider (as defined under the Listing Rules) of the Company. As at the date of this announcement, the grant of the Awarded Shares will not result in the options and awards granted and to be granted to each Grantee in the 12-month period up to and including the Grant Date exceeding 1% of the Shares in issue.

After the grant of the Awarded Shares, a total of 32,825,100 Shares will be available for future grant under the scheme mandate limit of the Share Award Scheme. There is no service provider sublimit under the Share Award Scheme.

Since the Share Award Scheme constitutes a share scheme under Chapter 17 of the Listing Rules, the grant of the Awarded Shares is governed by Chapter 17 of the Listing Rules. The Company has fulfilled the disclosure requirements under Chapter 17 of the Listing Rules.

## **DEFINITIONS**

“Awarded Shares”	the Shares awarded by the Board pursuant to the Share Award Scheme, being existing Shares which were purchased by the trustee on the Stock Exchange for the purpose of the Share Award Scheme
“Board”	the board of Directors
“Company”	Ximei Resources Holding Limited, a limited liability company incorporated in the Cayman Islands, the Shares of which are listed on the Main Board of the Stock Exchange (stock code: 9936)
“Director(s)”	director(s) of the Company
“Grant Date”	27 March 2026

“Grantee(s)”	employees of the Group who were granted with the Awarded Shares on 27 March 2026 in accordance with Share Award Scheme
“Group”	the Company and its subsidiaries
“HK\$”	Hong Kong dollar, the lawful currency of Hong Kong
“Hong Kong”	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(s)”	ordinary share(s) of HK\$0.01 each in the capital of the Company
“Share Award Scheme”	the share award scheme adopted by the Company on 5 December 2022
“Stock Exchange”	The Stock Exchange of Hong Kong Limited

By Order of the Board  
**Ximei Resources Holding Limited**  
**Wu Lijue**  
*Chairman and executive Director*

Hong Kong, 27 March 2026

*As at the date of this announcement, the Board comprises three executive directors, namely Mr. Wu Lijue, Mr. Mao Zili and Ms. Huang Jieli; one non-executive director, namely Mr. Liao Longlong; and three independent non-executive directors, namely Mr. Lau Kwok Fai Patrick, Mr. Zhong Hui and Ms. Shi Ying.*