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Haier

Haier Smart Home Co., Ltd.*

海爾智家股份有限公司

(a joint stock company incorporated in the People's Republic of China with limited liability)

Stock Code: 6690

CANCELLATION OF CERTAIN SHARE OPTIONS GRANTED UNDER THE RESERVED GRANT OF THE 2021 A SHARE OPTION INCENTIVE SCHEME

References are made to the announcement dated 29 July 2021, the circular dated 31 August 2021 (the “**Circular**”), and the poll results announcement dated 15 September 2021, of Haier Smart Home Co., Ltd. (the “**Company**”), in relation to, among others, the Company’s proposed adoption of the 2021 A Share Option Incentive Scheme (the “**2021 Incentive Scheme**”). Unless otherwise defined in this announcement, capitalised terms used in this announcement shall have the same meanings as defined in the Circular.

I. PARTICULARS OF THE CANCELLATION

(1) Certain Participants that have resigned no longer satisfy the conditions for incentive

One Participant for the options granted under the reserved grant is no longer within the scope of the Participants due to his/her resignation, and the Company intends to cancel the 165,088 options granted under the reserved grant to such Participant.

(2) There is no suitable exercise window period for some of the exercisable shares

The performance conditions (*note*) set for the First Exercise Period of certain share options granted under the reserved grant of the 2021 Incentive Scheme have been satisfied, and the 694,984 share options are exercisable during the exercise period from 16 December 2022 to 15 December 2023. However, due to the Company’s share price performance, among other reasons, there is no suitable exercise window period during the exercise period. Therefore, the Participants voluntarily and unconditionally waive the exercise of certain share

options corresponding to the First Exercise Period and granted under the reserved grant of the 2021 Incentive Scheme. The Company agrees to cancel the 694,984 share options granted but not yet exercised.

In summary, a total of 860,072 share options are proposed to be canceled.

Note: The performance appraisal requirements at Company level set for the First Exercise Period is as follows: “the growth rate of the Company’s net profit attributable to the parent company for the first year over the adjusted net profit attributable to the parent company in 2020 (RMB9.52 billion) reaches or exceeds 30%”. Since the Company recorded the net profit attributable to the parent company of RMB13.067 billion in 2021, representing a growth rate of 37.3% compared to the adjusted net profit attributable to the parent company in 2020.

II. THE IMPACT OF THE CANCELLATION ON THE COMPANY

The cancellation is compliant with relevant requirements of the Measures for the Administration of Share Incentive Plans of Listed Companies and the 2021 Incentive Scheme. It will not have a significant impact on the Company’s financial status and operating results, nor will it affect the diligence and responsibility of the Company’s directors, senior management and related personnel or the continued implementation of the 2021 Incentive Scheme. The Company’s management team will continue to earnestly perform their duties to create value for shareholders.

III. OPINION OF THE INDEPENDENT NON-EXECUTIVE DIRECTORS

The Company’s cancellation of certain share options related to the First Exercise Period of the reserved grant under the 2021 Incentive Scheme and the share options of the resigned employee is compliant with relevant requirements of the Measures for the Administration of Share Incentive Plans of Listed Companies and the 2021 Incentive Scheme. The Company’s approval procedure is legal and compliant. It will not have a significant impact on the Company’s financial status and operating results, nor will it be significantly detrimental to the interests of the Company and all shareholders.

Therefore, the independent non-executive directors agree to the Company’s cancellation.

IV. VERIFICATION OPINION OF THE BOARD OF SUPERVISORS ON THE FULFILLMENT OF EXERCISE CONDITIONS OF SHARE OPTIONS

The Company’s cancellation of certain share options related to the First Exercise Period of the reserved grant under the 2021 Incentive Scheme and the share options of the resigned employee is compliant with relevant requirements of the Measures for the Administration of Share Incentive Plans of Listed Companies and the 2021 Incentive Scheme. The Company’s approval procedure is legal and compliant. It will

not have a significant impact on the Company's financial status and operating results, nor will it be significantly detrimental to the interests of the listed company and all shareholders.

Therefore, the Board of Supervisors agrees to the Company's cancellation.

V. CONCLUSIVE VIEWS OF THE LEGAL OPINION LETTER

As at the date of issue of the legal opinion letter, the Company has obtained the necessary approval and authorization for the cancellation at the current stage, and the matters relating to the cancellation are compliant with the relevant laws and regulations including the Measures for the Administration of Share Incentive Plans of Listed Companies and the relevant provisions of the 2021 Incentive Scheme, being lawful and valid.

By order of the Board
Haier Smart Home Co., Ltd.*
LI Huagang
Chairman

Qingdao, the PRC
13 December 2023

As at the date of this announcement, the executive Directors of the Company are Mr. LI Huagang and Mr. GONG Wei; the non-executive Directors are Mr. YU Hon To, David, Ms. Eva LI Kam Fun and Ms. SHAO Xinzhi; and the independent non-executive Directors are Mr. CHIEN Da-Chun, Mr. WONG Hak Kun, Mr. LI Shipeng and Mr. WU Qi.

* *For identification purpose only*