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瑞聲科技控股有限公司
AAC Technologies Holdings Inc.

(Incorporated in the Cayman Islands with limited liability)
(Stock Code : 2018)

FURTHER INFORMATION IN RELATION TO THE 2022 ANNUAL REPORT OF THE COMPANY

Reference is made to the annual report of AAC Technologies Holdings Inc. (the “**Company**”) for the year ended 31 December 2022 (the “**2022 Annual Report**”). Terms used herein shall have the same meanings as ascribed thereto in the 2022 Annual Report unless otherwise stated.

The 2016 Share Award Scheme was adopted on 23 March 2016. In addition to the disclosures under the section headed “Share Award Scheme & Subsidiary Share Incentive Scheme” in the Directors’ Report which referred to the announcement of the Company dated 24 March 2022 and Note 35 to the consolidated financial statements as set out in the 2022 Annual Report, the Company would like to provide the following additional information in relation to the 2016 Share Award Scheme.

The awarded shares under the 2016 Share Award Scheme shall be vested in the grantees subject to the terms of the 2016 Share Award Scheme and the vesting conditions as set out in the respective grant notice to each grantees (including a period of continued service within the Group after the grant of the award and performance targets which must be attained).

Such performance targets are applicable at an organization level and an individual level. Performance targets at the organization level comprise a mixture of key financial performance indicators in respect of the relevant organization (such as the Group, business units or production lines) to which the relevant grantee is attached. Performance targets at the individual level are linked to a comprehensive appraisal of each individual grantee’s performance and contribution to the Group. As disclosed in the Company’s announcement dated 23 March 2016, the Board may at its absolute discretion decide performance target(s) which must be attained from time to time. After due consideration and assessment, the Board has decided to adopt the aforementioned performance targets based on and in accordance with the Scheme Rules of the 2016 Share Award Scheme (the “**Scheme Rules**”).

In order to provide enhanced incentive to the employees of the Group and to boost staff morale, the general vesting conditions as set out in the Scheme Rules, being the two performances as recorded in the audited consolidated statement of profit or loss and other comprehensive income of the Company in any financial year after the date of the grant of the relevant award: (i) the amount of the annual revenue shall have reached not less than RMB30,000,000,000, and (ii) the margin of recurring profit before taxation (reported profit after tax adjusted for non-recurring and exceptional items) shall not be less than the average of the same of the previous three years, namely 2013, 2014 and 2015), had been waived by the Board based on and in accordance with the Scheme Rules.

By order of the Board
AAC Technologies Holdings Inc.
Mok Joe Kuen Richard
Director

Hong Kong, 6 October 2023

As at the date of this announcement, the Board comprises Mr. Pan Benjamin Zhengmin, Mr. Mok Joe Kuen Richard and Ms. Wu Ingrid Chun Yuan, together with three Independent Non-executive Directors, namely Mr. Zhang Hongjiang, Mr. Kwok Lam Kwong Larry and Mr. Peng Zhiyuan.