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COMBA TELECOM SYSTEMS HOLDINGS LIMITED

京 信 通 信 系 統 控 股 有 限 公 司

(Incorporated in the Cayman Islands with limited liability)

(Hong Kong Stock Code: 2342)

(Singapore Stock Code: STC)

GRANT OF SHARE AWARDS

This announcement is made pursuant to Rules 17.06A, 17.06B and 17.06C of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Hong Kong Listing Rules**”).

The board (the “**Board**”) of directors (the “**Director(s)**”) of Comba Telecom Systems Holdings Limited (the “**Company**”, together with its subsidiaries, collectively, the “**Group**”) hereby announces that on 15 October 2025 (the “**Date of Grant**”), the Company granted awards (the “**Share Award(s)**”) under the share award scheme (the “**Share Award Scheme**”) of the Company adopted on 22 May 2023 involving 1,560,000 shares (the “**Shares**”) of the Company, representing approximately 0.05% of the issued Shares as at the date of this announcement to the employees of the Group (the “**Grantee(s)**”), subject to acceptance by the Grantees. Details of the Share Awards granted are set out below:

Date of Grant	:	15 October 2025
Number of Share Awards granted	:	1,560,000
Purchase price of the Share Awards granted	:	HK\$1.3715 per Share
Closing price of the Shares on the Date of Grant	:	HK\$3.00 per Share

- Vesting period : (a) The vesting period for 940,000 Share Awards is from 15 October 2025 to 14 October 2026.
- (b) 620,000 Share Awards will vest in two tranches, with details set out below:
- (i) first tranche, being 50% of the Share Awards, the vesting period is from 15 October 2025 to 14 October 2026; and
- (ii) second tranche, being 50% of the Share Awards, the vesting period is from 15 October 2025 to 14 October 2027.
- Performance targets : There is no performance target attached to the Share Awards granted.

The purpose of the Share Award Scheme is to recognize the contributions of the grantees to the Group and provide them with incentives in order to retain them for the continual operation and development to the Group and to attract suitable personnel for future development of the Group.

The remuneration committee of the Company is of the view that, the Share Awards are granted taking into consideration of (a) the performance of the Group and contributions of the Grantees during the financial period and (b) the Grantees will directly contribute to the overall business performance, sustainable development and/or good corporate governance of the Group, the Share Awards (which do not have future performance target) align the interests of the Grantees with those of the Company and the shareholders of the Company, thereby motivating the Grantees to dedicate themselves to the Company's sustained competitiveness, operational results, and future growth, which is consistent with the purpose of the Share Award Scheme.

Clawback mechanism : The Share Award shall automatically lapse upon the occurrence of the following events:

- (a) a Grantee ceases to be an eligible participant; or
- (b) an order for the winding-up of the Company is made or a resolution is passed for the voluntary winding-up of the Company (otherwise than for the purposes of, and followed by, an amalgamation or reconstruction in such circumstances that substantially the whole of the undertaking assets and liabilities of the Company pass to a successor company).

For details, please refer to the circular of the Company dated 26 April 2023.

Financial assistance : There is no arrangement for the Group to provide financial assistance to the Grantees to facilitate the purchase of Shares under the Share Award Scheme.

To the best knowledge of the Directors, as of the date of this announcement, none of the Grantees is (i) a Director, a chief executive, a substantial shareholder of the Company, or an associate (as defined under the Hong Kong Listing Rules) of any of them; (ii) a participant with options and awards granted and to be granted exceeding the 1% individual limit (as defined under the Hong Kong Listing Rules); or (iii) a related entity participant or service provider (as defined under the Hong Kong Listing Rules) with options and awards granted and to be granted in any 12-month period exceeding 0.1% of the issued Shares (excluding treasury shares).

Subsequent to the grant of the Share Awards as disclosed in this announcement, the number of Shares available for future grant(s) under the scheme mandate limit is 275,853,466 Shares.

By order of the Board
Comba Telecom Systems Holdings Limited
Chang Fei Fu
Executive Director

Hong Kong, 15 October 2025

As at the date of this announcement, the Board comprises the following executive Directors: Mr. FOK Tung Ling, Mr. ZHANG Yue Jun, Ms. HUO Xinru, Mr. CHANG Fei Fu and Ms. YE Ka; the following non-executive Director: Mr. YI Lei; and the following independent non-executive Directors: Ms. NG Yi Kum, Ms. WONG Lok Lam and Mr. CHONG Chee Keong, Chris.