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## DAIDO GROUP LIMITED

大同集團有限公司\*

*(Incorporated in Bermuda and its members' liability is limited)*

(Stock Code: 00544)

### GRANT OF SHARE OPTIONS

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

The board (the “**Board**”) of directors (the “**Directors**”) of Daido Group Limited (the “**Company**”) announces that on 31 December 2025 (the “**Date of Grant**”) (after trading hours and immediately after completion of the subscription announced by the Company on 31 December 2025), the Company granted an aggregate of 2,901,104 share options (the “**Share Options**”) to one executive Director and eight employees of the Group (the “**Grantees**”), pursuant to the Company’s share option scheme which was conditionally approved and adopted on 30 May 2025 (the “**Share Option Scheme**”), subject to acceptance by the Grantees. The Share Options entitle the Grantees to subscribe for a total of 2,901,104 new shares with a nominal value of HK\$0.10 each (the “**Shares**”) in the share capital of the Company.

Details of the Share Options granted are as follows:

**Date of Grant** : 31 December 2025

**Exercise price of the Share Options granted** : HK\$2.00 per Share, which is not lower than the highest of:

- i. the closing price of HK\$1.90 per Share as stated in the daily quotation sheets issued by the Stock Exchange on the Date of Grant;
- ii. the average closing price of HK\$1.82 per Share as stated in the daily quotation sheets issued by the Stock Exchange for the five (5) business days immediately preceding the Date of Grant; and
- iii. the nominal value of HK\$0.10 per Share

<b>Number of Share Options granted</b>	: 2,901,104 Share Options. Each Share Option shall entitle the holder thereof to subscribe for one (1) Share
<b>Validity period and vesting period of the Share Options</b>	: Ten (10) years from the Date of Grant.  100% of the Share Options will be vested on, and exercisable from, the 12 months from the Date of Grant.
<b>Performance targets and clawback mechanism</b>	: There is no performance target or clawback mechanism attached to the Share Options granted.  The Share Options are subject to the terms of the Share Option Scheme which provides for circumstances under which the Share Options shall lapse in the event that the Grantees cease to be eligible participants of the Company or commit a breach of the scheme rules under the Share Option Scheme. Notwithstanding the absence of the performance target and clawback mechanism, the nomination committee and remuneration committee of the Company consider that the grant of the Share Options could incentivize the Grantees to strive for the future development of the Company, which is in line with the purpose of the Share Option Scheme.
<b>Financial assistance</b>	: There is no arrangement for the Company or any of its subsidiaries to provide any financial assistance to the Grantees to facilitate the purchases of the Shares under the Share Option Scheme.

An aggregate of 2,901,104 Share Options were granted to the one executive Director and eight employees of the Group as detailed below:

Name/Category of Grantee	Position with the Company	Number of Share Options Granted	Approximate % to the total issued share capital of the Company as at the date of this announcement (immediately after the completion of the subscription announced by the Company on 31 December 2025)
<b>Director</b>			
He Xinyu	Executive Director	322,344	0.72%
<b>Employee Participants</b>			
Eight Employees	Employees of the Group	2,578,760	5.75%
<b>Total</b>		<b>2,901,104</b>	<b>6.47%</b>

The grant of Share Options to Mr. He Xinyu has been approved by the independent non-executive Directors of the Company in accordance with Rule 17.04(1) of the Listing Rules. The Director having material interests in the above grant of the Share Options has abstained from voting in respect of the relevant resolution at the Board meeting.

Save as disclosed above, to the best knowledge, information and belief of the Directors, having made all reasonable enquiries, save as disclosed in this announcement, as at the date of this announcement, none of the Grantees is (i) a Director, chief executive or substantial shareholder of the Company or their associate (as defined in the Listing Rules); (ii) a participant with options and awards granted and to be granted exceeding the 1% individual limit under Rule 17.03D of the Listing Rules; or (iii) a related entity participant or Service Provider with options and awards granted and to be granted in any 12-month period exceeding 0.1% of the total issued Shares.

## **Reasons for Grant of Options**

The purpose of the Grant is to enable the Company to provide Share Options to the Grantees as incentives or rewards for their contribution to the Group.

By granting Share Options to the Director and employee participants, the Company seeks to align their interests with those of the Group through ownership of Share Options which are convertible into Shares, and dividends and other distributions paid on Shares and/or the increase in value of the Shares and to attract and retain talent for the continuous operations and development of the Group.

## **Number of Shares Available for Future Grants**

After the grant of the Share Options, there will be no Shares available for future grant under the Share Option Scheme.

By order of the Board  
**Daido Group Limited**  
**He Xinyu**  
*Executive Director*

Hong Kong, 31 December 2025

*As at the date of this announcement, the Board comprises Executive Director, namely, Mr. He Xinyu; Non-executive Director, namely, Ms. Kwan Nga Chung; and Independent Non-executive Directors, namely, Mr. Leung Chi Hung, Ms. Li Dan and Mr. Lo Chi Wang.*

\* *For identification purpose only*