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**中國交通建設股份有限公司**  
**CHINA COMMUNICATIONS CONSTRUCTION COMPANY LIMITED**

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

**(Stock Code: 1800)**

**OVERSEAS REGULATORY ANNOUNCEMENT**

This announcement is made pursuant to Rule 13.10B of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited.

The following is the Announcement in Relation to the Unlocking and Listing of Restricted Shares under the Reserved Grant under the 2022 Restricted Share Incentive Scheme during the First Unlocking Period of China Communications Construction Company Limited published by China Communications Construction Company Limited on the website of the Shanghai Stock Exchange.

By order of the Board

**China Communications Construction Company Limited**

**LIU Zhengchang**

*Board Secretary*

**YU Jingjing**

*Company Secretary*

Beijing, the PRC, 7 April 2026

*As at the date of this announcement, the directors of the Company are SONG Hailiang, ZHANG Bingnan, LIU Xiang, GAO Chunlei, WU Aihong, CHAN Wing Tak Kevin<sup>#</sup>, WANG Qingqin<sup>#</sup>, LIU Ruchen<sup>#</sup> and YANG Xiangyang.*

<sup>#</sup> *Independent non-executive director*

**ANNOUNCEMENT IN RELATION TO THE UNLOCKING  
AND LISTING OF RESTRICTED SHARES UNDER  
THE RESERVED GRANT UNDER  
THE 2022 RESTRICTED SHARE INCENTIVE SCHEME DURING  
THE FIRST UNLOCKING PERIOD OF  
CHINA COMMUNICATIONS CONSTRUCTION COMPANY LIMITED**

**The board of directors (the “Board”) of and all directors of China Communications Construction Company Limited (the “Company”) guarantee that there are no false representations and misleading statements contained in, or material omissions from, the contents of this announcement, and accept legal responsibility for the truthfulness, accuracy and completeness of the contents hereof.**

**IMPORTANT NOTICE:**

- The type of shares listed is equity incentive shares; the subscription method is offline, and the number of shares to be listed is 5,293,800 shares.

The total number of shares to be listed and circulated is 5,293,800 shares.

- The date for listing and circulation of the shares is 9 April 2026.

**I. APPROVAL AND IMPLEMENTATION OF THE 2022 RESTRICTED SHARE INCENTIVE SCHEME**

**(I) 2022 Equity Incentive Scheme and Fulfilled Procedures**

On 15 December 2022, the eleventh meeting of the fifth session of the Board of the Company was held, at which relevant proposals including the Proposal on the 2022 Restricted Share Incentive Scheme of China Communications Construction Company Limited (Draft) and Its Summary were considered and approved; on 27 April 2023, the 2023 second extraordinary general meeting, 2023 first A share class meeting and 2023 first H share class meeting of the Company were held, at which the abovementioned proposals were considered and approved.

Pursuant to the 2022 Restricted Share Incentive Scheme of the Company (the “Incentive Scheme”), it is proposed to grant a total of not more than 117,000,000 restricted shares to not more than 668 participants, including directors, senior management, middle management and core employees. The source of the restricted shares is the ordinary A shares to be issued to the participants by the Company. In particular, 99,400,000 shares are under the first grant at a grant price of RMB5.33 per share, and 17,600,000 shares are under the reserved grant. The maximum term of the scheme shall not exceed 72 months. The restricted shares granted shall be unlocked in three batches, and the lock-up period of each batch is 24 months, 36 months and 48 months respectively from the completion date of registration.

## (II) Previous Grants of Restricted Share

| No. | Item   | First Grant       | Reserved Grant    |
|-----|--|-------------------|-------------------|
| 1   | Grant date                                       | 4 May 2023        | 26 January 2024   |
| 2   | Completion date of registration                  | 5 June 2023       | 21 February 2024  |
| 3   | Grant price                                      | RMB5.33/share     | RMB5.06/share     |
| 4   | Actual number of shares granted                  | 97,950,000 shares | 16,450,000 shares |
| 5   | Remaining number of shares after grant           | 17,600,000 shares | 0 shares          |
| 6   | Actual number of participants involved (persons) | 658               | 132               |

## (III) Previous Unlocking of Restricted Shares

| No. | Item   | Content           |
|-----|--|-------------------|
| 1   | First batch of unlocking under the first grant   |                   |
|     | Unlocking date of shares                         | 18 July 2025      |
|     | Number of unlocking shares granted               | 31,201,800 shares |
|     | Number of remaining shares to be unlocked (Note) | 77,731,000 shares |

|   |   |   |
|---|---|---|
| 2 | Number of shares repurchased and cancelled as of the date of this announcement and the reasons therefor | <p>A total of 5,467,200 shares have been repurchased, as detailed below:</p> <ol style="list-style-type: none"> <li>1) On 29 April 2024, 1,500,000 shares were cancelled: 8 participants no longer eligible due to organizational reassignments, voluntary resignations, and other reasons.</li> <li>2) On 28 November 2025, 3,967,200 shares were cancelled: 47 participants no longer eligible due to resignation, retirement, failure to meet performance targets, and other reasons.</li> </ol> |
| 3 | Changes in the number of unlocking shares due to dividends, bonus shares and capitalization             | N/A   |

Note: Of the 77,731,000 shares, 150,000 shares pertaining to one participant have not yet been repurchased and cancelled due to personal reasons and are pending for processing.

#### **(IV) Consideration of the Unlocking by the Board**

On 18 March 2026, the Company held the second meeting of the sixth session of the Board, at which the Proposal on the First Batch of Unlocking of the Reserved Grant under the 2022 Restricted Share Incentive Scheme of CCCC was considered and approved, pursuant to which it was approved to process the unlocking procedures for the 5,293,800 restricted shares held by 128 participants who met the unlocking conditions. The Remuneration and Appraisal Committee of the Company had verified relevant matters, and issued the verification opinion in this regard.

## **II. THE FULFILLMENT OF THE UNLOCKING CONDITIONS FOR THE FIRST UNLOCKING PERIOD OF THE RESERVED GRANT UNDER THE 2022 RESTRICTED SHARE INCENTIVE SCHEME**

### **(I) Explanation on the Expiry of the Lock-up Period**

According to the requirements of the Incentive Scheme and relevant laws and regulations, the first unlocking period for the reserved grant under the Incentive Scheme commences from the first trading day after expiry of the 24-month period from the date of completion of registration of the corresponding grant and ends on the last trading day of the 36-month period from the date of completion of registration of such grant, and approximately 34% of the total number of the restricted shares granted are eligible for unlocking application upon the fulfilment of the unlocking conditions. The date of registration of the shares under the reserved grant is 21 February 2024, the lock-up period thereof is from 21 February 2024 to 20 February 2026, and therefore, the lock-up period of such restricted shares has expired.

**(II) Explanation on the Fulfillment of Unlocking Conditions for the First Unlocking Period**

| <b>Unlocking conditions</b>  | <b>Explanation on partial or complete fulfillment of the unlocking conditions</b>                                      |
|--|--|
| <p>None of the following events with respect to the Company has occurred:</p> <ol style="list-style-type: none"><li>1. a certified public accountant issues an auditors' report with adverse opinion or which indicates an inability to give an opinion with respect to the financial statement of the Company for the latest accounting year;</li><li>2. a certified public accountant issues an auditors' report with adverse opinion or which indicates an inability to give an opinion with respect to the internal control of the financial statement of the Company for the latest accounting year;</li><li>3. the Company fails to conduct profit distribution in accordance with laws and regulations, the Articles of Association and public undertakings during the last 36 months after listing;</li><li>4. prohibition from implementation of a share incentive scheme by laws and regulations;</li><li>5. other circumstance as determined by the CSRC.</li></ol> | <p>As none of those events with respect to the Company has occurred, the unlocking conditions have been fulfilled.</p> |

| <b>Unlocking conditions</b>  | <b>Explanation on partial or complete fulfillment of the unlocking conditions</b>  |
|--|--|
| <p>None of the following events with respect to the participant has occurred:</p> <ol style="list-style-type: none"> <li>1. he or she has been determined as an ineligible person by the stock exchange in the last 12 months;</li> <li>2. he or she has been determined as an ineligible person by the CSRC and any of its delegated agencies in the last 12 months;</li> <li>3. he or she has been imposed with administrative penalties or measures prohibiting access into the securities market by the CSRC and any of its delegated agencies due to material violation of laws and regulations in the last 12 months;</li> <li>4. he or she is prohibited from being a director or senior management of a company under the Company Law;</li> <li>5. he or she is prohibited from participating in any share incentive scheme of listed companies as required by laws and regulations;</li> <li>6. he or she falls under any other circumstances as determined by the CSRC.</li> </ol> | <p>As none of those events with respect to the participant has occurred, the unlocking conditions have been fulfilled.</p> |

| <b>Unlocking conditions</b>  | <b>Explanation on partial or complete fulfillment of the unlocking conditions</b>   |
|--|---|
| <p>Performance appraisal conditions of the Company:</p> <ol style="list-style-type: none"> <li>1. on the basis of the results for 2021, the compound growth rate of the net profit for 2023 shall not be less than 8%, and not lower than 75 percentile of benchmarking enterprises or the industry average;</li> <li>2. the weighted average returns on net assets for 2023 shall not be less than 7.7%, and not lower than 75 percentile of benchmarking enterprises or the industry average;</li> <li>3. achieve the economic value added (EVA) performance targets of SASAC for 2023.</li> </ol> | <p>Performance appraisal at the company level satisfies the unlocking conditions.</p> <ol style="list-style-type: none"> <li>1. on the basis of the results for 2021, the compound growth rate of net profit of the Company for 2023 was 13.4%, not be less than 8% and not lower than the industry average (0.5%).</li> <li>2. the weighted average returns on net assets for 2023 was 8.87%, not be less than 7.7%, and not lower than the industry average (-16.1%).</li> <li>3. the Company achieved the economic value added (EVA) performance targets of SASAC for 2023.</li> </ol> |

| <b>Unlocking conditions</b>  | <b>Explanation on partial or complete fulfillment of the unlocking conditions</b> |   |     |   |   |  |      |  |     |   |   |
|--|---|---|-----|---|---|--|------|--|-----|---|---|
| <p>Performance appraisal conditions at subsidiary level:</p> <p>According to the performance appraisal conditions for the subsidiaries of the Company, the linkage coefficients of unlocking quota of the Participants in the subsidiaries with the results of performance appraisal of such subsidiaries are as follows:</p> <table border="1" data-bbox="320 719 858 863"> <thead> <tr> <th data-bbox="320 719 555 772">Rank of appraisal</th> <th data-bbox="555 719 632 772">A</th> <th data-bbox="632 719 708 772">B</th> <th data-bbox="708 719 785 772">C</th> <th data-bbox="785 719 858 772">D</th> </tr> </thead> <tbody> <tr> <td data-bbox="320 772 555 863">Appraisal coefficient for the subsidiary</td> <td data-bbox="555 772 632 863">100%</td> <td data-bbox="632 772 708 863"></td> <td data-bbox="708 772 785 863">80%</td> <td data-bbox="785 772 858 863">0</td> </tr> </tbody> </table> <p>The actual unlocking amounts held by all the participants in the current year of the subsidiary = appraisal coefficient for the subsidiary × the amounts of restricted shares planned to be unlocked in the current year of the subsidiary</p> | Rank of appraisal   | A | B   | C | D | Appraisal coefficient for the subsidiary | 100% |  | 80% | 0 | <p>Among the participants of the reserved grant,</p> <ul style="list-style-type: none"> <li>• the subsidiaries to which 119 of the participants belong had results of appraisal of grade A and B, and such participants are entitled to unlock 100% of their shares for the current period.</li> <li>• the subsidiaries to which 9 of the participants belong had a performance appraisal of grade C for the year 2023, with an appraisal coefficient for the subsidiary of 80%, and 20% of the shares that can be unlocked for the current period shall be repurchased and cancelled by the Company.</li> <li>• 1 participant no longer falls within the scope of the Incentive Scheme for other reasons, and all of his/her restricted shares that have been granted but not yet unlocked shall be repurchased and cancelled by the Company.</li> <li>• 1 participant, due to other reasons, has been deferred to the next cumulative assessment cycle upon approval by the Board.</li> </ul> |
| Rank of appraisal  | A   | B | C   | D |   |  |      |  |     |   |   |
| Appraisal coefficient for the subsidiary   | 100%  |   | 80% | 0 |   |  |      |  |     |   |   |

| <b>Unlocking conditions</b>   | <b>Explanation on partial or complete fulfillment of the unlocking conditions</b> |   |     |   |   |  |      |  |     |   |  |
|---|---|---|-----|---|---|--|------|--|-----|---|--|
| <p>Performance appraisal conditions of the participants at individual level:</p> <p>The individual appraisal of the participants shall be conducted annually in accordance with the Appraisal Management Measures of the 2022 Restricted Share Incentive Scheme of China Communications Construction Company Limited, the percentage of unlocking of the restricted shares for the year shall be determined in accordance with individuals' performance evaluation results. The individuals' actual unlocking limit for the current year = individual appraisal coefficient × limit of shares planned to be unlocked by individuals in the current year. Details are as follows:</p> <table border="1" data-bbox="320 1059 858 1208"> <thead> <tr> <th data-bbox="320 1059 555 1112">Rank of appraisal</th> <th data-bbox="555 1059 632 1112">A</th> <th data-bbox="632 1059 708 1112">B</th> <th data-bbox="708 1059 785 1112">C</th> <th data-bbox="785 1059 858 1112">D</th> </tr> </thead> <tbody> <tr> <td data-bbox="320 1112 555 1208">Appraisal coefficient for the individual</td> <td data-bbox="555 1112 632 1208" style="text-align: center;">100%</td> <td data-bbox="632 1112 708 1208"></td> <td data-bbox="708 1112 785 1208" style="text-align: center;">80%</td> <td data-bbox="785 1112 858 1208" style="text-align: center;">0</td> </tr> </tbody> </table> | Rank of appraisal   | A | B   | C | D | Appraisal coefficient for the individual | 100% |  | 80% | 0 | <p>Among the participants of the reserved grant,</p> <ul style="list-style-type: none"> <li>• 126 participants at individual level had a performance appraisal of grade A and B, and such participants are entitled to unlock 100% of their shares for the current period.</li> <li>• 2 participants at individual level had a performance appraisal of grade C for the year 2023, with an appraisal coefficient for individual of 80%, and 20% of the shares that can be unlocked for the current period shall be repurchased and cancelled by the Company.</li> <li>• 1 participant no longer falls within the scope of the incentive scheme for other reasons, and all of his/her restricted shares that have been granted but not yet unlocked shall be repurchased and cancelled by the Company.</li> <li>• 1 participant, due to other reasons, has been deferred to the next cumulative assessment cycle upon approval by the Board.</li> </ul> |
| Rank of appraisal   | A   | B | C   | D |   |  |      |  |     |   |  |
| Appraisal coefficient for the individual  | 100%  |   | 80% | 0 |   |  |      |  |     |   |  |

In conclusion, the Board is of the view that the unlocking conditions for the first unlocking period set for the reserved grant under the Incentive Scheme of the Company have been fulfilled, and in accordance with the authorizations given by the Company at the 2023 second extraordinary general meeting, the 2023 first A share class meeting and the 2023 first H share class meeting, the Board has agreed that the Company shall handle matters relating to the unlocking in accordance with relevant provisions of the Incentive Scheme upon the expiry of the lock-up period.

### III. STATUS OF THE RESTRICTED SHARES TO BE UNLOCKED

According to the relevant provisions of the Incentive Scheme, a total of 128 participants of the reserved grant under the Incentive Scheme are eligible for unlocking of the restricted shares for the first unlocking period. 5,293,800 restricted shares are eligible for unlocking, accounting for approximately 0.03% of the Company's current total share capital (16,274,644,225 shares). The details are as follows:

Unit: '0,000 shares

| No.  | Name | Position | Number of restricted shares granted (0'000 shares) | Number of restricted shares to be unlocked (0'000 shares) | Proportion of the restricted shares to be unlocked to the restricted shares granted |
|--|------|----------|--|---|---|
| I. Directors and senior management                   |      |          |  |   |   |
| 1  | Nil  | Nil      | 0  | 0   | 0   |
| Subtotal of the directors and senior management      |      |          | 0  | 0   | 0   |
| II. Other participants                               |      |          |  |   |   |
| Middle management personnel and core personnel (128) |      |          | 1,590  | 529.38  | 33.29%  |
| <b>Total</b>   |      |          | <b>1,590</b>                                       | <b>529.38</b>   | <b>33.29%</b>   |

### IV. LISTING AND CIRCULATION ARRANGEMENTS FOR RESTRICTED SHARES UNLOCKED AND CHANGES IN SHARE CAPITAL STRUCTURE UNDER THE CURRENT UNLOCKING PERIOD

- (I) Date of listing and circulation of the restricted shares unlocked under the current unlocking period: 9 April 2026.
- (II) Number of restricted shares unlocked under the current unlocking period for listing and circulation: 5,293,800 shares.
- (III) Locking and transfer restrictions on the directors and senior management of restricted shares unlocked under the current unlocking period: N/A.

(IV) Changes in the Company's capital structure after the current unlocking of restricted shares

| Class of shares                      | Before this change (Share) |                | This change (Share) | After this change (Share) |                |
|--------------------------------------|----------------------------|----------------|---------------------|---------------------------|----------------|
|                                      | Number of shares           | Percentage     |                     | Number of shares          | Percentage     |
| Restricted A shares                  | 77,731,000                 | 0.48%          | - 5,293,800         | 72,437,200                | 0.45%          |
| Unrestricted A shares                | 11,778,437,225             | 72.37%         | + 5,293,800         | 11,783,731,025            | 72.40%         |
| H shares                             | 4,418,476,000              | 27.15%         | 0                   | 4,418,476,000             | 27.15%         |
| <b>Total number of shares (Note)</b> | <b>16,274,644,225</b>      | <b>100.00%</b> | <b>0</b>            | <b>16,274,644,225</b>     | <b>100.00%</b> |

Note: The total number of shares of the Company includes 47,840,546 shares that have been repurchased but not yet cancelled in the dedicated account for repurchase. In particular, 47,690,546 shares (unrestricted A shares) were repurchased under the 2025 share repurchase scheme, and 150,000 shares (restricted A shares) were repurchased due to the implementation of the equity incentive scheme and had not yet been cancelled.

## V. CONCLUSIVE VIEWS OF THE LEGAL OPINION

Guantao Law Firm is of the view that:

1. As of the issue date of the legal opinion, the current unlocking has obtained the necessary approvals and authorizations at current stage, and is in compliance with the relevant provisions of the Administrative Measures and the Incentive Scheme;
2. The participants involved in the current unlocking of restricted shares are eligible to be participants; the current unlocking of restricted shares is in compliance with the provisions of the Administrative Measures and the Incentive Scheme; and its conditions have been fulfilled.

Announcement is hereby given.

The Board of Directors of  
China Communications Construction Company Limited

4 April 2026