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ANE (Cayman) Inc.

安能物流集團有限公司

(A company incorporated in the Cayman Islands with limited liability)

(Stock code: 9956)

GRANT OF SHARE OPTIONS

Pursuant to Rule 17.06A of the Listing Rules, the Board announces that on November 1, 2023, the Company granted 15,000,000 Options involving 15,000,000 new Shares, representing approximately 1.29% of the total issued Shares as at the Grant Date, to the Grantees under the 2023 Share Incentive Scheme.

The details of the Grants are as follows:

Grant Date:	November 1, 2023
Grantees:	100 employees of the Group (not including Directors)
Consideration for the Grants:	Nil
Number of Options granted:	15,000,000
Exercise price of the Options granted:	Each Option shall entitle the holder to subscribe for one Share upon exercise of such Option at an exercise price of HK\$6.04 per Share, representing the highest of (i) the closing price of HK\$6.02 per Share as stated in the daily quotations sheet issued by The Stock Exchange of Hong Kong Limited (the “ Stock Exchange ”) on the Grant Date; (ii) the average closing price of HK\$6.04 per Share as stated in the daily quotations sheets issued by the Stock Exchange for the five business days immediately preceding the Grant Date; and (iii) the par value of a Share of US\$0.00002. The Group will not provide any financial assistance to the Grantees to facilitate the exercise of Options under the 2023 Share Incentive Scheme.
Closing price of the Shares on the Grant Date:	HK\$6.02 per Share
Exercise period of the Options granted:	Subject to the vesting schedule set out below, the exercise period of the Options shall be ten (10) years from the Grant Date.

Vesting period:

- (a) 1/3 of the Options shall vest on the first anniversary of the Grant Date;
- (b) 1/3 of the Options shall vest on a pro-rated basis on the second anniversary of the Grant Date; and
- (c) 1/3 of the Options shall vest on a pro-rated basis on the third anniversary of the Grant Date.

Performance target:

The vesting of the Grants is subject to the financial performance of the Group and Grantees' individual performance. The Group has in place a performance review mechanism for its employees to comprehensively evaluate their performance and contribution to the Group. If the Group fails to meet its financial performance targets or if the Grantee fails to meet certain level of performance target in the performance review conducted individually on the Grantee immediately prior to a vesting date as listed above, the Options corresponding to such vesting date shall be further adjusted or lapsed by the Board.

Clawback mechanism:

In the event that:

- (a) a Grantee ceases to be a selected participant of the 2023 Share Incentive Scheme by reason of (i) the termination of his/her employment or contractual engagement with the Group for cause or without notice, (ii) termination of his/her employment or contractual engagement with the Group as a result of he/she having been convicted of a criminal offence involving his/her integrity or honesty, (iii) termination of his/her employment or contractual engagement with the Group as a result of he/she having received a regulatory or administrative penalty by a competent authority; or
- (b) in the reasonable opinion of the Board, a Grantee has engaged in serious misconduct,

the Board may make a determination at its absolute discretion that, any Options issued but not yet exercised or vested (as the case may be) shall immediately lapse.

REASONS FOR AND BENEFITS OF THE GRANTS

The purpose of the Grants is to align the interests of the Grantees with those of the Group through ownership of Shares, dividends and other distributions paid on Shares and/or the increase in value of the Shares, and to encourage and retain the Grantees to make contributions to the long-term growth and profits of the Group.

GENERAL INFORMATION

The total number of Shares issued and to be issued in respect of all Options granted to each Grantee (excluding any Options lapsed in accordance with the terms of the 2023 Share Incentive Scheme) in any period of twelve (12) consecutive months up to and including the Grant Date shall not exceed 1 per cent of the Shares in issue.

The Grant would not be subject to approval by the Shareholders in general meeting. To the best knowledge of the Directors, as of the date of this announcement, none of the Grantees is (i) a Director, chief executive or substantial Shareholders, or an associate (as defined under the Listing Rules) of any of them; (ii) a participant with Options granted and to be granted exceeding the 1% individual limit under the Listing Rules; or (iii) a Related Entity Participant (as defined under the Listing Rules) or a Service Provider (as defined under the Listing Rules) of the Company.

15,000,000 Options may be allotted and issued to the trustee in relation to the Grants, which shall hold such Options on trust for the Grantees. The Stock Exchange has previously granted its approval of the listing of, and permission to deal in, new Shares which may be issued pursuant to the vesting of Options which may be granted pursuant to the 2023 Share Incentive Scheme on June 23, 2023.

The new Shares to be allotted and issued by the Company to satisfy the Grants represent approximately 8.60% of the total issued Shares of the Company as at the Grant Date. The new Shares, when issued and allotted, shall rank pari passu among themselves and with the fully paid Shares in issue.

The maximum number of Shares in respect of which Awards may be granted under the 2023 Share Incentive Scheme (the “**Scheme Mandate Limit**”) in aggregate shall not exceed 100,000,000 Shares (which include new Shares that may be issued by the Company and the Awards granted with existing Shares of the Company), among which the total number of Shares in respect of which Awards may be granted to Service Providers under 2023 Share Incentive Scheme (the “**Service Provider Sublimit**”) shall not exceed 9,300,844 Shares. After the grant of the Options, 85,000,000 Shares are available for future grant under the aforementioned Scheme Mandate Limit, among which 9,300,844 Shares are available for future grant under the Service Provider Sublimit.

DEFINITIONS

Unless otherwise defined, the following expressions in this announcement have the following meanings:

“2023 Share Incentive Scheme”	the share incentive scheme adopted by the Company on 19 June 2023, constituted by the rules thereof, in its present form or as amended from time to time in accordance with the provisions thereof
“Award(s)”	Award(s) to be granted under the 2023 Share Incentive Scheme in the form of option or restricted share unit
“Board”	the board of Directors
“Company”	ANE (Cayman) Inc. (安能物流集團有限公司), a company incorporated in the Cayman Islands with limited liability, the Shares of which are listed on the Main Board of the Stock Exchange (Stock Code: 9956)
“Director(s)”	the director(s) of the Company
“Grant”	15,000,000 Options granted to the Grantees in accordance with the 2023 Share Incentive Scheme on the Grant Date
“Grantee(s)”	the grantee(s) who were granted Options on the Grant Date in accordance with the 2023 Share Incentive Scheme, each being an employee of the Group (not including Directors)
“Grant Date”	November 1, 2023
“Group”	the Company and its subsidiaries and consolidated affiliated entities
“HK\$”	Hong Kong dollars, the lawful currency of Hong Kong
“Listing Rules”	the Rules Governing the Listing of Securities on the Stock Exchange, as amended from time to time
“Option(s)”	share option(s) to subscribe for Shares to be granted under the 2023 Share Incentive Scheme
“Remuneration Committee”	the remuneration committee of the Company
“RMB”	Renminbi, the lawful currency of the PRC

“Shareholders”

holder(s) of Shares in the Company

“Shares”

ordinary shares with a par value of US\$0.00002 each in the share capital of the Company, or, if there has been a sub-division, consolidation, re-classification or reconstruction of the share capital of the Company, shares forming part of the ordinary share capital of the Company of such other nominal amount as shall result from any such sub-division, consolidation, re-classification or reconstruction

“US\$”

U.S. dollars, the lawful currency of the United States of America

By Order of the Board
ANE (Cayman) Inc.
Mr. Chen Weihao and Mr. Qin Xinghua
Co-Chairmen

Hong Kong, November 1, 2023

As at the date of this announcement, the Board comprises Mr. Qin Xinghua and Mr. Jin Yun as executive Directors; Mr. Chen Weihao, Mr. Zhang Yinghao and Mr. Wei Bin as non-executive Directors; and Mr. Li Wilson Wei, Mr. Geh George Shalchu, Mr. Lam Man Kwong and Ms. Sha Sha as independent non-executive Directors.