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Helens International Holdings Company Limited

海倫司國際控股有限公司

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

(Hong Kong Stock Code: 9869)

(Singapore Stock Code: HLS)

VOLUNTARY ANNOUNCEMENT AMENDMENT TO THE POST-IPO RSU SCHEME

References are made to (i) the prospectus of the Company dated August 31, 2021 (the “**Prospectus**”); and (ii) the voluntary announcement of the Company in relation to the amendment to the Post-IPO RSU Scheme and grant of RSUs pursuant to the Post-IPO RSU Scheme dated January 16, 2022 (the “**Announcement**”). Unless otherwise stated, capitalized terms used in this announcement shall have the same meanings as those defined in the Prospectus and the Announcement.

AMENDMENT TO THE POST-IPO RSU SCHEME

In order to incentivize participants in the business of the Group for their contributions and to attract, motivate and retain them to strive for the future development and expansion of the Group by providing them with the opportunity to own equity interests in the Company, the Board has resolved to amend the rules of the Post-IPO RSU Scheme to increase the maximum aggregate number of Awards that may be granted under the Post-IPO RSU Scheme from 57,651,628 Shares to 77,651,628 Shares (excluding the Awards that have lapsed or been cancelled in accordance with the rules of the Post-IPO RSU Scheme), representing approximately 6.14% of the issued share capital of the Company as at the date of this announcement.

Save and except for the amendments above, all other terms of the Post-IPO RSU Scheme remain unchanged.

Pursuant to the Post-IPO RSU Scheme, any Awards granted after the Listing shall be existing Shares transferred, gifted, assigned or conveyed to the RSU trustee or as may be purchased by the RSU trustee on the Stock Exchange or off the market.

The Board is of the view that the above amendments would not affect any subsisting rights of any grantees of the Post-IPO RSU Scheme and are not material and are fair and reasonable, on normal commercial terms and are in the best interests of the Company and its Shareholders as a whole.

DEFINITIONS

“Award(s)”	award(s) of RSUs granted to a grantee pursuant to the Post-IPO RSU Scheme
“Board”	the board of Directors
“Company”	Helens International Holdings Company Limited (海倫司國際控股有限公司), an exempted company with limited liability incorporated in the Cayman Islands on January 16, 2018
“connected person(s)”	has the meaning ascribed to it or them in the Listing Rules
“Director(s)”	the director(s) of the Company
“Eligible Person(s)”	any eligible person(s) to be granted with the RSU(s) under the Post-IPO RSU Scheme
“Group”	the Company and its subsidiaries
“Listing”	the listing of the Shares on the Main Board of the Stock Exchange on September 10, 2021
“Listing Rules”	Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited
“Post-IPO RSU Scheme”	the post-IPO restricted share unit scheme of the Company approved and adopted by the Board on March 31, 2021, as amended by the Company on January 16, 2022 and April 7, 2025, and as amended, supplemented or otherwise modified from time to time
“RSU(s)”	restricted share unit(s)
“Shareholder(s)”	holder(s) of shares in the Company

“Shares”	ordinary shares of the Company with a nominal value of US\$0.0000000001 each
“Stock Exchange”	The Stock Exchange of Hong Kong Limited
“substantial shareholder”	has the meaning ascribed to it by the Listing Rules

By order of the Board
Helens International Holdings Company Limited
Mr. Xu Bingzhong
Chairman of the Board and Chief Executive Officer

Hong Kong and Singapore, April 8, 2025

As at the date of this announcement, the executive Directors are Mr. Xu Bingzhong, Ms. Cai Wenjun, Ms. Yu Zhen and Mr. He Daqing, and the independent non-executive Directors are Mr. Li Dong, Mr. Wang Renrong and Mr. Wong Heung Ming Henry.