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創輝珠寶集團控股有限公司
Chong Fai Jewellery Group Holdings Company Limited
(Incorporated in the Cayman Islands with limited liability)
(Stock code: 8537)

SUPPLEMENTAL ANNOUNCEMENT
(1) PROPOSED ADOPTION OF THE 2025 SHARE OPTION SCHEME
AND
TERMINATION OF EXISTING SHARE OPTION SCHEME
AND
(2) CONDITIONAL GRANT OF OPTIONS UNDER
THE 2025 SHARE OPTION SCHEME

Reference is made to the announcement of Chong Fai Jewellery Group Holdings Company Limited (the “**Company**”) dated 28 April 2025 (the “**Announcement**”) in relation to the proposed adoption of the 2025 Share Option Scheme, the termination of Existing Share Option Scheme and the Conditional Grants of Options under the 2025 Share Option Scheme. Unless otherwise defined, capitalized terms used in this announcement shall have the same meanings as those defined in the Announcement.

The Company wishes to provide further information in relation to the Conditional Grants.

As disclosed in the Announcement, the vesting and the exercise of Batch 1 Options and Batch 2 Options will not be subject to any performance targets. The Company would like to supplement that there is a change in the terms of the Conditional Grants in relation to the performance targets as follows.

PERFORMANCE TARGET

The vesting of the Batch 1 and Batch 2 Options are subject to satisfaction of the following performance targets after the approval of Conditional Grants:

- (i) Financial milestones after the approval of Conditional Grants – monthly sales reaching or exceeding HK\$15.0 million for any month

- (ii) Financial milestones after the approval of Conditional Grants – monthly net profit reaching or exceeding HK\$0.3 million for any month
- (iii) Individual appraisal under the categories of individual performance, corporate suitability parameters (e.g. timeliness and accuracy in handling customer feedback, strategic driving abilities, talent development capabilities, interdepartmental cooperation capabilities, team work capabilities, adherence to corporate culture), discipline and responsibility determined by the Board (e.g. punctuality, integrity, honesty or compliance with internal business procedures). Out of a 5-level rating system of the individual appraisal, the Grantees must achieve rating at level 4 or better.

Upon fulfilment of all of the above performance targets (each of which can be achieved separately), Batch 1 Options will be vested immediately, subject to the clawback mechanisms, and Batch 2 Options shall be vested in accordance with the vesting period, subject to the clawback mechanisms.

Save as the change of the terms of the Condition Grant disclosed above, there are no other amendments to the terms of the Conditional Grant. This announcement is supplemental to and should be read in conjunction with the Announcement.

By order of the Board
Chong Fai Jewellery Group Holdings Company Limited
Fu Chun Keung
Chairman

Hong Kong, 14 July 2025

As at the date of this announcement, the executive Directors are Mr. Fu Chun Keung, Ms. Cheung Lai Yuk, Ms. Fu Wan Ling and Mr. Fu Ho Hon; and the independent non-executive Directors are Mr. Chan Cheong Tat, Mr. Wong Wing Keung Meyrick and Mr. Chan Chi Ming Tony.

This announcement, for which the Directors collectively and individually accept full responsibility, includes particulars given in compliance with the Rules Governing the Listing of Securities on GEM of The Stock Exchange of Hong Kong Limited for the purpose of giving information with regard to the Company. The Directors, having made all reasonable enquiries, confirm that to the best of their knowledge and belief the information contained in this announcement is accurate and complete in all material respects and not misleading or deceptive; and there are no other matters the omission of which would make any statement herein or this announcement misleading.

This announcement will remain on the “Latest Listed Company Information” page of the Stock Exchange’s website at www.hkexnews.hk for at least seven days from the date of its posting. This announcement will also be published on the Company’s website at www.chongfaiholdings.com.