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BOC AVIATION LIMITED

中銀航空租賃有限公司*

(Incorporated in the Republic of Singapore with limited liability)

Stock code: 2588

GRANT OF AWARDS UNDER THE RESTRICTED SHARE UNIT LONG TERM INCENTIVE PLAN

The Board is pleased to announce that the Company granted Awards of restricted share units in respect of an aggregate of 2,135,195 Shares to Participants on 1 July 2026 pursuant to the Plan.

1. Introduction

The Company has adopted the Plan on the Adoption Date as part of its long-term incentive plan for employees. The Plan is a discretionary scheme and does not constitute a share option scheme or an arrangement analogous to a share option scheme for the purpose of Chapter 17 of the Listing Rules. The Plan will not involve any issue of new Shares and will cover the four financial years of the Company from 2022 to 2025 (inclusive).

On 1 July 2026, the Company granted Awards of RSUs in respect of an aggregate of 2,135,195 Shares to (i) Mr. Zhuo Chengwen, the Chairman and an Executive Director of the Company, (ii) Mr. Steven Matthew Townend, an Executive Director of the Company, (iii) certain directors of subsidiaries of the Company (the “**Subsidiary Directors**”) and (iv) certain other employees of the Group (collectively, the “**Participants**”) pursuant to the Plan. Grants of Awards of RSUs to the Executive Directors and the other senior management have been approved by the Remuneration Committee.

* *For identification purpose only*

2. Grant of Awards

In accordance with the Plan Rules, the RSU grants which were made on 1 July 2026 will be satisfied by (i) 1,859,439 Shares purchased from the secondary market for a total consideration of approximately HK\$145.7 million and (ii) 275,756 Shares in respect of Awards previously granted and which had lapsed prior to 1 March 2026. Such Shares are currently held by the Trustee in accordance with the Plan Rules.

The 2,135,195 Shares underlying the RSUs granted to the Participants represent approximately 0.308% of the issued share capital of the Company as at the date of this announcement and have a market value of approximately HK\$173.5 million, based on the latest available closing price of HK\$81.25 per Share as quoted on the Stock Exchange on 30 June 2026.

Details of the Participants and the corresponding number of Shares underlying the RSUs granted are set out below:

Participants	Current Position	Number of Shares underlying the RSUs granted
Mr. Zhuo Chengwen	Chairman & Executive Director	25,391
Mr. Steven Matthew Townend	Executive Director	243,723
Certain directors of subsidiaries of the Company	Subsidiary Directors	684,143
Employees of the Group other than the two Executive Directors, and the Subsidiary Directors mentioned above	–	1,181,938
Total		<hr/> <hr/> 2,135,195

The Executive Directors and the Subsidiary Directors are connected persons of the Company, and the grant of Awards to each of them constitutes a connected transaction of the Company under Chapter 14A of the Listing Rules. As the grant of Awards to each of the Executive Directors and the Subsidiary Directors forms part of the remuneration package under their respective service contracts with the Group, such grants are exempt from the reporting, announcement and independent shareholders' approval requirements pursuant to Rule 14A.73(6) and Rule 14A.95 of the Listing Rules. The Executive Directors did not vote on any resolutions approving the grant of Awards to themselves.

3. Vesting of Awards

Subject to the terms and conditions of the Plan and the fulfilment of all conditions to the vesting of the Award, the Shares underlying each Award will vest in favour of the relevant Participants in April 2029/2030.

4. Definitions

In this announcement, the following expressions have the meanings set out below unless the context requires otherwise:

“Adoption Date”	28 February 2023
“Award”	an award granted under the Plan in the form of an RSU
“Board”	the board of Directors
“Company”	BOC Aviation Limited, a company incorporated under the laws of Singapore with limited liability, the Shares of which are listed on the Main Board of the Stock Exchange
“Directors”	the directors of the Company
“Group”	the Company and its subsidiaries
“Listing Rules”	The Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited
“Plan”	the restricted share unit long term incentive plan adopted by the Company on the Adoption Date, as may be amended from time to time in accordance with the provisions therein
“Plan Rules”	the rules governing the Plan adopted by the Company on the Adoption Date

“Remuneration Committee”	a sub-committee of the Board
“RSU”	a restricted share unit, which is a contingent right to receive Shares, awarded pursuant to the Plan
“Shares”	fully paid ordinary shares in the share capital of the Company or, if there has been a sub-division, reduction, consolidation, reclassification or reconstruction of the share capital of the Company, the shares forming part of the ordinary share capital of the Company of such nominal amount as shall result from any such sub-division, reduction, consolidation, reclassification or reconstruction
“Stock Exchange”	The Stock Exchange of Hong Kong Limited
“Trustee”	Computershare Hong Kong Trustees Limited, a company registered in Hong Kong

By Order of the Board
BOC Aviation Limited
So Yiu Fung
Company Secretary

Hong Kong, 2 July 2026

As at the date of this announcement, the Board of Directors of the Company comprises Mr. Zhuo Chengwen as Chairman and Executive Director, Mr. Steven Matthew Townend as Executive Director, Mr. Chen Xiang, Mr. Jin Hongju, Ms. Jin Yan and Ms. Liu Yunfei as Non-executive Directors, and Mr. Dai Deming, Mr. Fu Shula, Mr. Antony Nigel Tyler, Mr. Yeung Chi Wai, Jason and Dr. Yeung Yin Bernard as Independent Non-executive Directors.