ManpowerGroup®

MANPOWERGROUP GREATER CHINA LIMITED
万宝盛华大中华有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 2180)

GRANT OF RESTRICTED SHARE UNITS PURSUANT TO THE RSU SCHEME

GRANT OF RESTRICTED SHARE UNITS

The Board, on 8 April 2026, has resolved to grant an aggregate of 3,187,546 RSUs to certain selected Participants under the 2023 RSU Scheme adopted by the Company on 22 November 2023, subject to their acceptance.

The grant of RSUs aims to reward the devotion and commitment of the Directors and employees to the Company.

Reference is made to the announcement (the "**Announcement**") of ManpowerGroup Greater China Limited (the "**Company**", together with its subsidiaries, the "**Group**") dated 22 November 2023 in relation to, among other things, the adoption of the restricted share unit scheme (the "**2023 RSU Scheme**") by the Company.

On 22 November 2023, the board (the "**Board**") of directors (the "**Directors**") of the Company approved the adoption of the 2023 RSU Scheme to recognise and reward employees, directors and officers of any member of the Group, the Company's associated corporation(s) and investee company(ies) (collectively, the "**Participants**") for their contributions to the Group and to attract, retain or otherwise maintain an on-going business relationship with the Participants whose contributions are or will be beneficial to the long-term growth of the Group.

The Board announces that on 8 April 2026, it has resolved to grant an aggregate of 3,187,546 restricted share units ("**RSUs**") ("**2026 RSU Awards**") to certain selected Participants ("**2026 Grantee(s)**") under the 2023 RSU Scheme to reward their devotion and commitment to the Company, subject to their acceptance. The 2026 RSU Awards represent an aggregate of 3,187,546 underlying Shares, which amounts to approximately 1.54% of the issued share capital of the Company as at the date of this announcement. The 2026 RSU Awards constitute of two schemes, namely non-performance related awards ("**RSU Scheme I**") and performance related awards ("**RSU Scheme II**"). To the best knowledge of the Directors, save for the Connected Grantees (as defined below), none of the 2026 Grantees is a connected person of the Company.

RSU SCHEME I

The Board has resolved to grant an aggregate of 1,807,773 RSUs to 2026 Grantee(s) under RSU Scheme I, subject to their acceptance. Details of the RSU Scheme I are set out as follows:

Date of grant	:	8 April 2026
Grantees	:	There were 38 selected Participants in total, including the Connected Grantees as below
Number of Shares underlying RSUs granted	:	1,807,773
Purchase price of the Shares underlying RSUs granted	:	HK$0
Market price of the Shares underlying RSUs on the date of grant	:	HK$5.49
Vesting period of the Shares underlying RSUs	:	*Non-executive Directors and Independent non-executive Directors* 8 April 2028, subject to the relevant 2026 Grantee remaining as a director of the Company or its subsidiaries as at the vesting date *Executive Director and other employees* 8 April 2029, subject to the relevant 2026 Grantee remaining as an employee of the Company or its subsidiaries as at the vesting date

Performance targets	:	No performance targets are applicable to the RSUs granted.
Clawback mechanism	:	The grants of RSUs are subject to clawback mechanism for the Company to recover in the event that the 2026 Grantee's employment terminates for cause. If the 2026 Grantee's employment terminates for cause, any portion of the RSUs granted that is outstanding and unvested on such termination date shall terminate immediately and be of no further force and effect.
Arrangements for the Company or a subsidiary to provide financial assistance to the grantee	:	None

Among the total of 1,807,773 RSUs granted under RSU Scheme I, 1,199,773 RSUs are granted to the Connected Grantees, details of the RSUs granted are as follows:

Name	**Position held with the Company**	**Number of RSUs granted under RSU Scheme I**	**Monetary Value of RSUs granted**(Note) *HK$*
Mr. CUI Zhihui	Executive Director	581,349	3,191,606
Mr. John Thomas MCGINNIS	Non-executive Director	21,404	117,508
Mr. Colin Patrick Alan JONES	Non-executive Director	21,404	117,508
Mr. LIU Xiyu	Non-executive Director	21,404	117,508
Mr. Thomas YEOH Eng Leong	Independent non-executive Director	21,404	117,508
Ms. WONG Man Lai Stevie	Independent non-executive Director	21,404	117,508
Mr. Victor HUANG	Independent non-executive Director	21,404	117,508
Six employees	Directors of subsidiaries of the Company	490,000	2,690,100
Other employees	N/A	608,000	3,337,920

Note: Based on the closing price of HK$5.49 per Share as quoted on The Stock Exchange of Hong Kong Limited (the "**Stock Exchange**") on 8 April 2026.

RSU SCHEME II

The Board has further resolved to grant an aggregate of 1,379,773 RSUs to 2026 Grantee(s) under RSU Scheme II, subject to their acceptance. Details of the RSU Scheme II are set out as follows:

Date of grant	:	8 April 2026
Grantees	:	There were 20 grantees in total, including the Connected Grantees as below
Number of Shares underlying RSUs granted	:	1,379,773
Purchase price of the Shares underlying RSUs granted	:	HK$0
Market price of the Shares underlying RSUs on the date of grant	:	HK$5.49
Vesting period of the Shares underlying RSUs	:	*Executive Director* The aggregate of 581,349 RSUs shall be vested in three tranches, among which, 193,783 RSUs (the "**ED Tranche 1 RSUs**") granted shall vest on 8 April 2027, another 193,783 RSUs (the "**ED Tranche 2 RSUs**") granted shall vest on 8 April 2028 and the remaining 193,783 RSUs (the "**ED Tranche 3 RSUs**") granted shall vest on 8 April 2029 subject to below vesting conditions. *Grantees other than Executive Director* The aggregate of 798,424 RSUs shall be vested in two tranches, among which, 399,212 RSUs (the "**Non-ED Tranche 1 RSUs**", together with ED Tranche 1 RSUs, "**Tranche 1 RSUs**") granted shall vest on 8 April 2027 and another 399,212 RSUs (the "**Non-ED Tranche 2 RSUs**", together with ED Tranche 2 RSUs, "**Tranche 2 RSUs**") granted shall vest on 8 April 2028 subject to below vesting conditions.

Performance targets	:	*Tranche 1 RSUs* Tranche 1 RSUs shall be vested on 8 April 2027 conditional upon fulfilment of the performance targets based on the growth rate of the Company's audited revenue or adjusted net profit or individual performance level. *Tranche 2 RSUs* Tranche 2 RSUs shall be vested on 8 April 2028 conditional upon fulfilment of the performance targets based on the growth rate of the Company's audited revenue or adjusted net profit or individual performance level. *ED Tranche 3 RSUs* ED Tranche 3 RSUs shall be vested on 8 April 2029 conditional upon fulfilment of the performance targets based on the growth rate of the Company's audited revenue or adjusted net profit.
Clawback mechanism	:	The grants of RSUs are subject to clawback mechanism for the Company to recover in the event that the 2026 Grantee's employment terminates for cause. If the 2026 Grantee's employment terminates for cause, any portion of the RSUs granted that is outstanding and unvested on such termination date shall terminate immediately and be of no further force and effect.
Arrangements for the Company or a subsidiary to provide financial assistance to the grantee	:	None

Among the total of 1,379,773 RSUs granted under RSU Scheme II, 1,209,773 RSUs are granted to the Connected Grantees, details of the RSUs granted are as follows:

Name	**Position held with the Company**	**Number of RSUs granted under RSU Scheme II**	**Monetary Value of RSUs granted**(Note) *HK$*
Mr. CUI Zhihui	Executive Director	581,349	3,191,606
Mr. John Thomas MCGINNIS	Non-executive Director	21,404	117,508
Mr. Colin Patrick Alan JONES	Non-executive Director	21,404	117,508
Mr. LIU Xiyu	Non-executive Director	21,404	117,508
Mr. Thomas YEOH Eng Leong	Independent non-executive Director	21,404	117,508
Ms. WONG Man Lai Stevie	Independent non-executive Director	21,404	117,508
Mr. Victor HUANG	Independent non-executive Director	21,404	117,508
Six employees	Directors of subsidiaries of the Company	500,000	2,745,000
Other employees	N/A	170,000	933,300

Note: Based on the closing price of HK$5.49 per Share as quoted on the Stock Exchange on 8 April 2026.

The RSUs granted have a market value of approximately HK$17.5 million, based on the closing price of HK$5.49 per Share as quoted on the Stock Exchange on 8 April 2026.

As at the date of this announcement, each of the independent non-executive Director is interested in 164,629 Shares, representing approximately 0.0793% of the total number of issued Shares of the Company. After grant of RSUs, each of the independent non-executive Director would be interested in 207,437 Shares, representing approximately 0.1000% of the total number of issued Shares of the Company. Accordingly, the Board does not consider that the grant of RSUs to the independent non-executive Directors would affect or hinder their independence pursuant to Rule 3.13(1) of the Rules Governing the Listing of Securities (the "**Listing Rules**") on the Stock Exchange.

The Company shall procure Unity Trust Limited, the professional trustee assisting the Company with the administration and vesting of RSUs pursuant to the 2023 RSU Scheme, to purchase existing Shares from the market out of cash contribution by the Company to be held on trust until such RSUs are vested with the 2026 Grantees.

Grant to Connected Grantees

Among the total of 3,187,546 RSUs granted, (i) 1,162,698 RSUs (representing 1,162,698 underlying Shares) were granted to Mr. CUI Zhihui, an executive Director; (ii) 42,808 RSUs (representing 42,808 underlying Shares) were granted to each of Mr. John Thomas MCGINNIS, Mr. Colin Patrick Alan JONES and Mr. LIU Xiyu, non-executive Directors; (iii) 42,808 RSUs (representing 42,808 underlying Shares) were granted to each of Mr. Thomas YEOH Eng Leong, Ms. WONG Man Lai Stevie and Mr. Victor HUANG, independent non-executive Directors and (iv) an aggregate of 990,000 RSUs (representing 990,000 underlying Shares) were granted to six selected Participants, each of whom is a director of the subsidiaries of the Company (collectively, the "**Connected Grantees**"). Accordingly, all of them are connected persons of the Company. The grant of RSUs to the Connected Grantees constitutes a connected transaction of the Company under Chapter 14A of the Listing Rules.

In accordance with the 2023 RSU Scheme, the grant of the 2026 RSU Awards to the Connected Grantees have been approved by all the Directors (including the independent non-executive Directors pursuant to Rule 17.04(1) of the Listing Rules) and each of the above Directors had abstained from voting on the resolution relating to the RSUs granted to him/herself and had not been counted towards the quorum of the Board meeting in respect of such resolution. The grant to each of the Connected Grantees forms part of the remuneration package under their respective service contract or letters of appointment with the Company or its subsidiaries. Accordingly, such grant is exempt from the reporting, announcement and independent shareholders' approval requirements pursuant to Rule 14A.73(6) and Rule 14A.95 of the Listing Rules.

No new Shares will be issued by the Company as a result of the grant of the RSUs as mentioned in this announcement, and accordingly, the granting of the RSUs will not result in any dilution effect on the shareholdings of existing shareholders of the Company.

To the best knowledge of the Directors, save as disclosed, as at the date of this announcement, (i) none of the 2026 Grantees is a director, chief executive or substantial shareholder of the Company or an associate (as defined under the Listing Rules) of any of them; (ii) none of the 2026 Grantees is a participant with the RSUs granted and to be granted exceeding the 1% individual limit under the Listing Rules; (iii) none of the 2026 Grantees is a related entity participant or a service provider (as defined under the Listing Rules).

Number of Shares available for Future Grant

After the above grant of the RSUs, 13,607,431 RSUs will be available for future grants pursuant to the 2023 RSU Scheme.

The 2023 RSU Scheme of the Company shall be funded solely by existing Shares purchased by the trustee under the 2023 RSU Scheme, and this grant of the 2026 RSU Awards is only subject to the disclosure requirements under Rule 17.12 of the Listing Rules.

By order of the Board
ManpowerGroup Greater China Limited
CUI Zhihui
Executive Director and Chief Executive Officer

Hong Kong, 8 April 2026

As at the date of this announcement, the Board comprises Mr. CUI Zhihui as executive Director; Mr. John Thomas MCGINNIS, Mr. Colin Patrick Alan JONES and Mr. LIU Xiyu as non-executive Directors; and Mr. Thomas YEOH Eng Leong, Ms. WONG Man Lai Stevie and Mr. Victor HUANG as independent non-executive Directors.