

DIRECTORS AND SENIOR MANAGEMENT

SUMMARY OF DIRECTORS AND SENIOR MANAGEMENT

Name	Age	Present position	Date of appointment as Director/senior management	Date/year of joining our Group	Principal responsibilities	Relationship with other Director(s), and/or senior management
Executive Directors						
Mr. Lo Cheuk Pui (勞焯培)	47	Executive Director, chairman and chief executive officer	19 August 2026	January 1998	Overall management and formulation of business strategies of our Group	Son of Mr. Lo Kam Kenny and Ms. Mak Wai Chun, and brother of Mr. Lo Siu Kai
Mr. Lo Siu Kai (勞紹佳)	51	Executive Director and site manager	19 August 2026	February 1995	Project management and site supervision	Son of Mr. Lo Kam Kenny and Ms. Mak Wai Chun, and brother of Mr. Lo Cheuk Pui
Non-executive Director						
Mr. Chan Ming Cheung Ivan (陳銘章)	40	Non-executive Director	19 August 2026	19 August 2026	Overall corporate strategies and development of our Group	None
Independent non-executive Directors						
Mr. Ng Kwok Sing (吳國勝)	68	Independent non-executive Director	●	●	Providing independent advice to our Board	None
Ms. Wong Man Ming Melinda (黃敏明)	52	Independent non-executive Director	●	●	Providing independent advice to our Board	None
Mr. Yue Ming Wai Bonaventure (余銘維)	59	Independent non-executive Director	●	●	Providing independent advice to our Board	None
Senior management						
Ms. Chong Po Yan (莊寶欣)	35	General manager	1 January 2026	October 2016	Administration and human resources of our Group	None
Mr. Lo Kam Kenny (勞鑑)	84	Chief technical officer	1 July 2026	May 1993	Overall technical consultancy for our Group	Spouse of Ms. Mak Wai Chun, and father of Mr. Lo Siu Kai and Mr. Lo Cheuk Pui
Mr. Wun Chun Yip (尹駿業)	51	Financial controller and company secretary	1 August 2026	March 2026	Financial management and secretarial affairs of our Group	None

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DIRECTORS

Our Board consists of six Directors, comprising two executive Directors, one non-executive Director and three independent non-executive Directors.

Executive Directors

Mr. Lo Cheuk Pui (勞焯培), aged 47, joined our Group in January 1998, was appointed as a Director on 19 August 2026 and was re-designated as an executive Director on [●]. Mr. Lo Cheuk Pui also serves as the chairman of our Board and the chief executive officer of our Group. He is primarily responsible for the overall management and formulation of business strategies of our Group. He is the chairman of our nomination committee. Mr. Lo Cheuk Pui is also a director of our subsidiaries, namely Riseship Construction and Power Construction. He is the son of Mr. Lo Kam Kenny and Ms. Mak Wai Chun, and the brother of Mr. Lo Siu Kai. Mr. Lo Cheuk Pui is one of our Controlling Shareholders.

Mr. Lo Cheuk Pui began his career as a project coordinator of Riseship Construction in January 1998 and has accumulated over 28 years of experience in the construction and demolition industry. Since January 2006, he has been overseeing our Group’s daily operations, project execution, client management and corporate development as senior management.

Mr. Lo Cheuk Pui has been actively involved in industry and public services. He has been the president of Hong Kong General Building Contractors Association since July 2024 and has served in various capacities in the Construction Industry Council, such as being a member of the Construction Workers Registration Board, the Committee on Smart Construction, and the Construction Innovation and Technology Application Centre Management Board.

He is also a member of the Technical Committee on the Code of Practice for Demolition of Buildings and the Registered Contractors’ Disciplinary Board Panel of the Buildings Department, the Construction Industry Safety & Health Committee of the Occupational Safety and Health Council, and the Building, Civil Engineering and Built Environment Training Board of the Vocational Training Council.

In addition, Mr. Lo Cheuk Pui has taken up leadership roles in community organisations, including serving as president of Zone 7 of the Lions Club (International District 303 Hong Kong & Macau) from 2022 to 2023 and having served as the secretary of Hong Kong Lo Pan Kwong Yuet Tong since August 2022.

Mr. Lo Siu Kai (勞紹佳), aged 51, joined our Group in February 1995, was appointed as a Director on 19 August 2026 and was re-designated as an executive Director on [●]. Mr. Lo Siu Kai is also the site manager of our Group and is responsible for project management and on-site supervision of our Group’s projects. He is also a director of one of our subsidiaries, namely Power Construction. Mr. Lo Siu Kai is the son of Mr. Lo Kam Kenny and Ms. Mak Wai Chun, and the brother of Mr. Lo Cheuk Pui.

Mr. Lo Siu Kai has over 30 years of experience in the construction and demolition industry. He joined Riseship Construction in February 1995 as a site foreman and was promoted to site supervisor in September 1999 and project manager in August 2002, a position he has held since then. In these roles,

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he has been responsible for supervising site operations, coordinating project execution, monitoring work progress and quality, and overseeing safety and compliance at sites, and has accumulated practical experience in our Group’s projects.

Non-executive Director

Mr. Chan Ming Cheung Ivan (陳銘章), aged 40, was appointed as a Director on 19 August 2026 and was re-designated as a non-executive Director on [●]. Mr. Chan is primarily responsible for advising on our corporate strategies and development. Mr. Chan is a member of our remuneration committee.

Mr. Chan has over 12 years of experience in auditing, accounting and financial advisory services. He has been the director of Sidus CPA Limited since 2018. Prior to that, he had worked at certified public accountants’ firms, including Ernst & Young, where he accumulated experience in auditing listed and private companies and was involved in taxation and financial advisory assignments.

Mr. Chan obtained a Bachelor of Business Administration (Honours) degree in Accountancy and Law from City University of Hong Kong in 2009. He has become a member of the Hong Kong Institute of Certified Public Accountants since 2014 and a practising member since 2017, and has been a member of the Institute of Chartered Accountants in England and Wales since 2020.

Independent non-executive Directors

Mr. Ng Kwok Sing (吳國勝), aged 68, was appointed as a Director on [●] and was re-designated as an independent non-executive Director on [●]. Mr. Ng is a member of our audit committee and the chairman of our remuneration committee.

Mr. Ng has over 40 years of experience in the construction industry. Since 1982, he has served as the director of Sang Kee (Ng Sze) Construction Company Limited, overseeing its overall management and business operations.

Mr. Ng served as president of the Hong Kong General Building Contractors Association from 2003 to 2007. He then served on its board of directors from 2007 to 2024, and has held the position of permanent honorary president since 2007.

Ms. Wong Man Ming Melinda (黃敏明), aged 52, was appointed as a Director on [●] and was re-designated as an independent non-executive Director on [●]. Ms. Wong is a member of our audit committee and nomination committee.

Ms. Wong has over 19 years of experience in accounting, corporate finance and regulatory compliance. Between April 2003 and August 2011, she worked at various companies and licensed institutions principally engaged in the provision of corporate finance and related advisory services. From August 2011 to January 2019, Ms. Wong worked as an assistant vice president in the Listed Issuer Regulation, Listing & Regulatory Affairs Division of Hong Kong Exchanges and Clearing Limited, primarily responsible for monitoring listed issuers’ compliance with the listing rules. From January 2019 to September 2022, she rejoined Optima Capital Limited as a director in the corporate finance department.

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From October 2023 to February 2025, Ms. Wong acted as a non-executive director of PT International Development Corporation Limited, a company listed on the Main Board of the Stock Exchange (stock code: 372). She was redesignated as an executive director and a non-executive director on 26 February 2025 and 26 July 2025 respectively. She has also served as an independent non-executive director of KWG Group Holdings Limited, a company listed on the Main Board of the Stock Exchange, since 1 April 2024 (stock code: 1813).

Ms. Wong obtained a Bachelor’s degree in Business Administration (Accounting) from Washington State University in 1999 and was formerly a certified public accountant in the State of Washington, the United States. She is a regular member of the American Institute of Certified Public Accountants.

Mr. Yue Ming Wai Bonaventure (余銘維), aged 59, was appointed as a Director on [●] and was re-designated as an independent non-executive Director on [●]. Mr. Yue is a member of our remuneration committee and nomination committee, and the chairman of our audit committee.

Mr. Yue has over 33 years of experience in accounting, finance and corporate governance. Between July 1990 and April 2008, he held various positions, including as accountant, chief financial officer and financial controller, at a number of companies, where he was principally engaged in accounting and corporate advisory work. From April 2008 to July 2020, Mr. Yue served in various capacities at China Natural Resources, Inc., a company listed on NASDAQ, including as executive director, chief financial officer and corporate secretary. From January 2014 to December 2025, he also held various roles at Feishang Anthracite Resources Limited, a company listed on the Main Board of the Stock Exchange (stock code: 1738), including as executive director, chief financial officer and company secretary. Mr. Yue has been an independent non-executive director of A.Plus Group Holdings Limited, a company listed on the Main Board of the Stock Exchange (stock code: 1841, previously listed on GEM under stock code: 8251) from April 2016 to August 2024, and since 29 August 2025.

Mr. Yue obtained a Bachelor of Business Administration (Honours) degree in Accounting from Hong Kong Baptist University in 1990 and a Master of Science degree in Accounting and Finance from the University of Manchester in 1994. He has been a fellow member of the Hong Kong Institute of Certified Public Accountants and the Hong Kong Chartered Governance Institute since 2002 and 2005 respectively, a certified public accountant accredited in business valuation in the United States of America, a member of the Chartered Accountants Australia & New Zealand, and a fellow member of the Institute of Chartered Accounts of England and Wales.

DISCLOSURE OF RELATIONSHIPS AS REQUIRED UNDER RULE 17.50(2) OF THE GEM LISTING RULES

Save as disclosed above, each of our Directors (i) did not hold other positions in the Company or other members of our Group as at the Latest Practicable Date; (ii) had no other relationship with any Directors, senior management or Substantial Shareholders of the Company as at the Latest Practicable Date; (iii) did not hold any other directorships in public companies of which the securities are listed on any securities market in Hong Kong and/or overseas in the three years immediately prior to the Latest Practicable Date; and (iv) did not have any interests in any business apart from business of our Group which competes or is likely to compete, either directly or indirectly, with business of our Group. As at the Latest Practicable Date, save as disclosed in the section headed “Substantial Shareholders” and the

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sub-section headed “Statutory and General Information — C. Further information about Directors, management and staff” in Appendix IV to this document, each of our Directors did not have any interest in our Shares within the meaning of Part XV of the SFO.

Please refer to Appendix IV to this document for further information about our Directors, including details of the interests of our Directors in the Shares and underlying shares of the Company (within the meaning of Part XV of the SFO) and particulars of their service contracts/letters of appointment and remunerations. Except as disclosed in this document, each of our Directors has confirmed that there is no other matter relating to his/her appointment as a Director that needs to be brought to the attention of our Shareholders and there is no information which is required to be disclosed pursuant to Rule 17.50(2) of the GEM Listing Rules.

Each of our Directors confirmed that he/she (a) obtained the legal advice referred to under the GEM Listing Rules on 6 August 2026, as regards the requirements under the GEM Listing Rules that are applicable to him/her as a Director and the possible consequences of making a false declaration or giving false information to the Stock Exchange; and (b) understood his/her obligations as a director of a [REDACTED] under the GEM Listing Rules.

Each of our independent non-executive Directors (a) confirmed that he has satisfied all the criteria for independence set out in Rule 5.09 of the GEM Listing Rules; (b) confirmed that he had no past or present financial or other interest in the business of the Company or our subsidiaries or any connection with any core connected person of the Company under the GEM Listing Rules as at the Latest Practicable Date; (c) confirmed that there are no other factors that may affect his independence at the time of his appointment; and (d) provided confirmation of independence to the Company.

SENIOR MANAGEMENT

Ms. Chong Po Yan (莊寶欣), aged 35, is the general manager of our Group and is responsible for overall administration and human resources of our Group.

Ms. Chong has over ten years of experience in the construction sector, with experience in operations, administration and personnel management. She joined Riship Construction in October 2016 and was promoted as a general manager in January 2026. She is responsible for administrative and human resources functions, including but not limited to human resources management, corporate compliance and coordination with external professional parties.

Ms. Chong obtained a Bachelor of Arts (Honours) degree in Business Administration and Management from De Montfort University in 2019. She also holds certificates in secretarial and administrative practices and ISO quality management systems (internal audit and application).

Mr. Lo Kam Kenny (勞鑑), aged 84, is the chief technical officer of our group and is primarily responsible for providing technical consultancy to our Group. He is a director of one of our subsidiaries, namely Riship Construction. He is the spouse of Ms. Mak Wai Chun, and the father of Mr. Lo Siu Kai and Mr. Lo Cheuk Pui. Mr. Lo Kam Kenny is one of our Controlling Shareholders.

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Mr. Lo Kam Kenny began his career in the construction industry in 1957 and has accumulated over 60 years of experience. From 1972 to 1989, he worked as a site foreman for a number of construction companies. After gaining years of experience in the industry, Mr. Lo Kam Kenny started his own business and was the sole proprietor of Riseship Engineering Co. from 1989 to 1993. In May 1993, he founded our Group and established Riseship Construction, which was the first subsidiary of our Group. Since founding our Group, Mr. Lo Kam Kenny has been overseeing various aspects of our Group’s business and has led our Group to gradually expand its business.

Mr. Lo Kam Kenny is one of the founding members and currently an honorary advisor of the Hong Kong General Building Contractors Association. He was the honorary president of the Executive Committee of the Scout Association of Hong Kong (East Kowloon Region) from 2024 to 2025 and the director of Hong Kong Lo Pan Kwong Yuet Tong from 2014 to 2022.

Mr. Wun Chun Yip (尹駿業), aged 51, is the financial controller of our Group and the company secretary of the Company. He joined our group in March 2026 and is responsible for the overall financial management of our Group. Mr. Wun has over 28 years of experience in accounting, finance, corporate governance and company secretarial matters, with experience in working in listed companies in Hong Kong.

Mr. Wun started his career in the audit industry at Louis Y.C. Fung & Company C.P.A. Limited in 1998. He served in director, senior finance and company secretarial roles at various companies, including those currently or formerly listed on the Main Board or GEM of the Stock Exchange and/or their subsidiaries between 2000 and 2025, such as Man Sang International Limited (stock code: 938), Hao Wen Holdings Limited (stock code: 8019), Power Pond Limited (wholly owned by China National Culture Group Limited (formerly known as China Railsmedia Corporation Limited) (stock code: 745)) and Jiading International Group Holdings Limited (formerly known as Code Agriculture (Holdings) Limited) (stock code: 8153). Mr. Wun was appointed as the Manager of Golden Trump Limited in June 2025.

Mr. Wun obtained a Bachelor of Commerce degree from the University of Melbourne, Australia in 1998 and a Master of Business Administration degree from the University of Adelaide, Australia in 2008. He became a member of the Hong Kong Institute of Certified Public Accountants and CPA Australia in 2006 and 2003 respectively.

Save as disclosed above, each of our senior management has not held directorships in the last three years in other public companies the securities of which are listed on any securities market in Hong Kong or overseas.

COMPANY SECRETARY

Mr. Wun Chun Yip is our company secretary for the purposes of Rule 11.07 of the GEM Listing Rules. For details of his background and experience, please refer to the paragraph headed “Senior management” above in this section.

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BOARD COMMITTEES

Audit Committee

Our Company established an audit committee on [●] with written terms of reference in compliance with Rule 5.28 of the GEM Listing Rules and code provision D.3.3 of Part 2 of the CG Code. The primary duties of our audit committee are, among others, to make recommendations to our Board on the appointment, reappointment and removal of external auditor, review the financial statements and material advice in respect of financial reporting, oversee the financial reporting process, internal control, risk management systems and audit process of the Company and perform other duties and responsibilities assigned by our Board.

At present, our audit committee comprises Mr. Ng Kwok Sing, Mr. Yue Ming Wai Bonaventure, and Ms. Wong Man Ming Melinda. Mr. Yue Ming Wai Bonaventure is the chairperson of our audit committee.

Remuneration Committee

Our Company established a remuneration committee on [●] with written terms of reference in compliance with Rule 5.34 of the GEM Listing Rules and code provision E.1.2 of Part 2 of the CG Code. The primary duties of our remuneration committee are to review and approve the management’s remuneration proposals, make recommendations to our Board on the remuneration package of our Directors and senior management and ensure none of our Directors determine their own remuneration.

At present, our remuneration committee comprises Mr. Chan Ming Cheung Ivan, Mr. Ng Kwok Sing, Mr. Yue Ming Wai Bonaventure, and Ms. Wong Man Ming Melinda. Mr. Ng Kwok Sing is the chairperson of our remuneration committee.

Nomination Committee

Our Company established a nomination committee on [●] with written terms of reference in compliance with Rule 5.36A of the GEM Listing Rules and code provision B.3.1 of Part 2 of the CG Code. The primary duties of our nomination committee are, among others, to review the structure, size and composition of our Board, and select or make recommendations on the selection of individuals nominated for directorships.

At present, our nomination committee comprises Mr. Lo Cheuk Pui, Mr. Yue Ming Wai Bonaventure and Ms. Wong Man Ming Melinda. Mr. Lo Cheuk Pui is the chairperson of our nomination committee.

COMPLIANCE WITH THE CORPORATE GOVERNANCE CODE

Our Directors recognize the importance of incorporating elements of good corporate governance in the management structures and internal control procedures of our Group so as to achieve effective accountability.

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Pursuant to code provision C.2.1 of the CG Code, the responsibilities between the chairperson and the chief executive officer should be segregated and should not be performed by the same individual. We do not have a separate chairperson of the Board and chief executive officer, and Mr. Lo Cheuk Pui currently performs these two roles. In view of Mr. Lo Cheuk Pui’s substantial contribution to and stewardship of our Group, over 28 years of experience in the construction and demolition industry, our Board believes that vesting the roles of both chairperson and chief executive officer in Mr. Lo Cheuk Pui has the benefit of ensuring strong, stable and consistent leadership within our Group and enables prompt and effective overall strategic planning and decision-making, as well as facilitating the execution of our Group’s business operations. We consider it appropriate and beneficial to our business development and prospects that Mr. Lo Cheuk Pui continues to act as both the chairman of our Board and the chief executive officer of the Company after the [REDACTED], and therefore do not currently propose to separate the functions of the chairperson and the chief executive officer.

To ensure sound corporate governance and maintain appropriate balance of power given the overlapping roles of Mr. Lo Cheuk Pui, we will (i) ensure there are sufficient checks and balances in the Board, as a decision to be made by our Board requires approval by at least a majority of our Directors, and our Board comprises three independent non-executive Directors with diverse expertise in areas such as finance, legal compliance and industry operations, which offers independent input and judgment from their respective field of expertise and is in compliance with the requirements under the GEM Listing Rules; (ii) maintain oversight through our Board committees, including the audit committee, remuneration committee and nomination committee; (iii) continue to ensure that the overall strategic and other key business, financial and operational policies of our Group are made collectively after thorough discussion at both Board and senior management levels, and (iv) permit our independent non-executive Directors, where they consider necessary, to convene meetings without the presence of executive Directors, and to discuss any concerns regarding the management and governance of our Group. Our Board considers that the balance of power and authority for the present arrangement will not be impaired and this structure will enable our Company to make and implement decisions promptly and effectively given that (i) Mr. Lo Cheuk Pui and the other Directors are aware of and undertake to fulfil their fiduciary duties as Directors, which require, among other things, that he/she acts for the benefit and in the best interests of our Company and will make decisions of our Group accordingly; and (ii) the balance of power and authority is ensured by the operations of our Board which comprises experienced and high calibre individuals who meet regularly to discuss issues affecting the operations of our Group. Our Board will continue to review and consider splitting the roles of chairperson of our Board and chief executive officer of our Company at a time when it is appropriate and suitable by taking into account the circumstances of our Group as a whole.

Save as disclosed above, our Company expects to comply with the CG Code. Our Directors will review our corporate governance policies and compliance with the CG Code each financial year.

BOARD DIVERSITY POLICY

Our Company has adopted a board diversity policy which sets out the approach of which our Board could achieve and maintain an appropriate balance of diversity perspectives that are relevant to our business growth. Our Company recognises the benefits of having a diversified Board. In summary, our board diversity policy sets out that when considering the nomination and appointment of a director, with the assistance of our nomination committee, our Board would consider a number of factors, including but not limited to the skills, knowledge, professional experience and qualifications, cultural and

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educational background, age, gender and the candidate’s independence and potential contributions, in order to better serve the needs and development of our Group. All Board appointments will be based on merits and candidates will be considered against objective criteria, having due regard to the benefits of diversity on our Board.

Due to the industry nature of our business and the prevailing gender dominance in the construction industry, our Board currently comprises five male Directors and one female Director, whereas our senior management comprises two male members and one female member. Our Company values gender diversity and will continue to take steps to promote gender diversity at all levels and to develop a pipeline of potential successors, including but without limitation at our Board. Going forward, we will take steps to promote gender diversity at all levels of our Group by recruiting staff of different gender and consider the possibility of nominating female management staff who has the necessary skills and experience to our Board.

Our nomination committee is responsible for ensuring the diversity of our Board. After the [REDACTED], our nomination committee will review the board diversity policy from time to time to ensure its continued effectiveness and the implementation of the board diversity policy will be disclosed in our corporate governance report on an annual basis.

COMPLIANCE ADVISER

Our Company has appointed Patrons Capital Limited as our compliance adviser pursuant to Rule 6A.19 of the GEM Listing Rules and the compliance adviser will advise us in the following circumstances:

- (i) before the publication of any regulatory announcement, circular or financial report;
- (ii) where a transaction, which might be a notifiable or connected transaction under the GEM Listing Rules, is contemplated, including share issues, sales or transfer of treasury shares and share repurchases;
- (iii) where we propose to use the [REDACTED] of the [REDACTED] in a manner different from that detailed in this document or where our business activities, developments or results deviate from any forecast, estimate (if any) or other information in this document; and
- (iv) where the Stock Exchange makes an inquiry to us regarding unusual movements in the price or trading volume of our [REDACTED] securities or other matters in accordance with Rule 17.11 of the GEM Listing Rules.

The term of the appointment shall commence on the [REDACTED] and end on the date which we distribute our annual report of our financial results for the first full financial year commencing after the [REDACTED], unless otherwise agreed.

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REMUNERATION POLICY

Our Directors and senior management receive compensation in the form of salaries, benefits in kind and discretionary bonuses related to their performance. Our Group also reimburses them for expenses which are necessarily and reasonably incurred in relation to all business and affairs carried out by our Group from time to time or for providing services to our Group or executing their functions in relation to our Group’s business and operations. Our Group regularly reviews and determines the remuneration and compensation package of our Directors and senior management by reference to, among other things, market level of salaries paid by comparable companies, the respective responsibilities of our Directors and performance of our Group.

After the [REDACTED], our Directors and senior management may also receive options to be granted under the [REDACTED].

REMUNERATION OF DIRECTORS AND FIVE HIGHEST PAID INDIVIDUALS

For each of FY2025, FY2026 and 3M2026, the aggregate remuneration including basic salaries, allowance, other benefits and contribution to retirement benefit scheme, paid to our Directors by our Group was approximately HK\$1.3 million, HK\$2.4 million and HK\$0.5 million, respectively.

For each of FY2025, FY2026 and 3M2026, the aggregate remuneration including basic salaries, allowance, other benefits and contribution to retirement benefit scheme, paid to our five highest paid individuals (including our Directors) by our Group was approximately HK\$1.5 million, HK\$1.8 million and HK\$0.4 million, respectively.

Save as disclosed above, during the Track Record Period, (i) no other emoluments have been paid, or are payable, by our Group to our Directors and our five highest paid individuals; (ii) no remuneration was paid by our Group to, or received by, our Directors or our five highest individuals as an inducement to join or upon joining our Group or as compensation for loss of office; and (iii) none of our Directors waived or agreed to waive any remuneration. For additional information on our Directors’ remuneration during the Track Record Period as well as information on our five highest paid individuals, please refer to the Accountants’ Report set out in Appendix I to this document.

Under the arrangements currently in force, we estimate that the aggregate remuneration payable to, and benefits in kind receivable by, our Directors for FY2027 will be approximately HK\$2.4 million. Upon [REDACTED] of the [REDACTED], our Remuneration Committee will make recommendations on the remuneration of our Directors taking into account the performance of our Directors and market standards and the remuneration will be subject to approval by our Shareholders. Accordingly, the historical remuneration to our Directors during the Track Record Period may not reflect the future levels of remuneration of our Directors.

[REDACTED]

Our Company has conditionally adopted the [REDACTED]. Further information on the [REDACTED] is set forth in the paragraph headed “D. [REDACTED]” in Appendix IV to this document.