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(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 8031)

(1) CHANGE OF INDEPENDENT NON-EXECUTIVE DIRECTOR; AND (2) CHANGE IN COMPOSITION OF BOARD COMMITTEE

The Board hereby announces the following changes with effect from 1 January 2023:

- 1. Mr. Wong Sik Kei will resign from his positions as an independent non-executive Director, the chairman of the Nomination Committee and a member of each of the Audit Committee, the Remuneration Committee and the Risk Management and Internal Control Committee;
- 2. Ms. Kwong Yuk Ying will be appointed as an independent non-executive Director and a member of each of the Nomination Committee, the Audit Committee, the Remuneration Committee and the Risk Management and Internal Control Committee; and
- 3. Mr. Tang Yiu Sing will be re-designated as the chairman of the Nomination Committee.

The board (the "Board") of directors (the "Director(s)") of ETS Group Limited (the "Company", together with its subsidiaries, the "Group") hereby announces the following changes with effect from 1 January 2023.

RESIGNATION OF INDEPENDENT NON-EXECUTIVE DIRECTOR

Mr. Wong Sik Kei ("Mr. Wong") has resigned from his position as an independent non-executive Director with effect from 1 January 2023. Upon his resignation, Mr. Wong will also cease to act as the chairman of the nomination committee (the "Nomination Committee") of the Company and a member of each of the audit committee (the "Audit Committee"), the remuneration committee (the "Remuneration Committee") and the risk management and internal control committee (the "Risk Management and Internal Control Committee") of the Company with effect from 1 January 2023 as he would like to devote more time to his personal commitment.

Mr. Wong has confirmed that he has no disagreement with the Board and that there is no matter relating to his resignation that needs to be brought to the attention of the shareholders (the "Shareholders") of the Company and The Stock Exchange of Hong Kong Limited (the "Stock Exchange").

The Board would like to express its sincere gratitude to Mr. Wong for his valuable contributions to the Company during his tenure of office.

APPOINTMENT OF INDEPENDENT NON-EXECUTIVE DIRECTOR

The Board is pleased to announce that following the resignation of Mr. Wong, Ms. Kwong Yuk Ying ("Ms. Kwong") has been appointed as an independent non-executive Director and a member of each of the Nomination Committee, the Audit Committee, the Remuneration Committee and the Risk Management and Internal Control Committee with effect from 1 January 2023.

The biographical details of Ms. Kwong are set out as follows:

Ms. Kwong, aged 36, obtained a Bachelor of Business Administration (Honours) in Accountancy from the City University of Hong Kong in 2008. Ms. Kwong is also a member of the Hong Kong Institute of Certified Public Accountants since 2013, and has approximately 15 years of experience in auditing, finance and accounting.

From 2008 to 2009, Ms. Kwong worked as a semi-senior audit clerk at Li, Tang, Chen & Co, which was subsequently merged with Shinewing (HK) CPA Limited in 2020. From 2010 to 2013, she worked at BDO Limited, with her last position as a senior associate. From 2013 to 2016, she was a senior associate at PricewaterhouseCoopers. From 2016 to 2018, Ms. Kwong served as an accounting manager of GRS Asia Limited, being a subsidiary of Genesis Healthcare, Inc., the issued shares of which are listed on Nasdaq Stock Market in the United States (Trading Symbol: GENN). From 2018 to 2020, Ms. Kwong was the financial controller of Bamboos Health Care Holdings Limited, the issued shares of which are listed on the Main Board of the Stock Exchange (stock code: 2293).

Ms. Kwong is currently the chief financial officer and the company secretary of AV Promotions Holdings Limited, the issued shares of which are listed on GEM of the Stock Exchange (stock code: 8419).

A letter of appointment has been entered into between Ms. Kwong and the Company for a term of three years commencing from 1 January 2023, unless terminated by giving one month's prior notice in writing served by the other party or payment of one-month salary in lieu of the said notice. Ms. Kwong is subject to retirement and re-election at the first general meeting of the Company after her appointment in accordance with the articles of association (the "Articles") of the Company, and thereafter subject to retirement by rotation and re-election at annual general meeting at least once every three years according to the provisions of the Articles, the Rules (the "GEM Listing Rules") Governing the Listing of Securities on GEM of the Stock Exchange and other applicable laws. Ms. Kwong is entitled to a monthly director fee of HK\$10,000, which is determined with reference to her duties and level of responsibilities, the remuneration policy of the Company and the prevailing market conditions.

Ms. Kwong has confirmed that she met the independence criteria set out in Rule 5.09 of the GEM Listing Rules.

Save as disclosed above, as at the date of this announcement, Ms. Kwong:

- (i) does not hold any position with the Company or other members of the Group;
- (ii) has not held other directorships in any other public companies the securities of which are listed on any securities market in Hong Kong or overseas in the last three years;
- (iii) does not have any relationship with any Directors, senior management of the Company or substantial or controlling Shareholders; and
- (iv) does not have, or is not deemed to have any interests or short positions in any Shares, underlying shares or debentures of the Company or any of its associated corporations which is required to be disclosed under Part XV of the Securities and Futures Ordinance, Chapter 571 of the Laws of Hong Kong.

Save as disclosed above and as far as the Directors are aware, there is no other information relating to the appointment of Ms. Kwong as an independent non-executive Director that is required to be disclosed pursuant to Rules 17.50(2)(h) to (v) of the GEM Listing Rules nor are there any other matters that need to be brought to the attention of the Shareholders and the Stock Exchange.

The Board would like to express a warm welcome to Ms. Kwong for joining the Board.

CHANGE IN COMPOSITION OF BOARD COMMITTEE

The Board further announces that, following the resignation of Mr. Wong, with effect from 1 January 2023, (i) Mr. Tang Yiu Sing, being an executive Director, chief executive officer of the Company and a member of each of the Nomination Committee, the Remuneration Committee and the Risk Management and Internal Control Committee, will be re-designated as the chairman of the Nomination Committee; and (ii) Ms. Kwong will be appointed as a member of each of the Nomination Committee, the Audit Committee, the Remuneration Committee and the Risk Management and Internal Control Committee.

By order of the Board
ETS Group Limited
Tang Yiu Sing

Executive Director and Chief Executive Officer

Hong Kong, 30 December 2022

As at the date of this announcement, the executive Directors are Mr. Tang Yiu Sing and Mr. Yeung Ka Wing; and the independent non-executive Directors are Mr. Wong Sik Kei, Mr. Cheung Kong Ting and Mr. Wong Kam Tai.

This announcement, for which the Directors collectively and individually accept full responsibility, includes particulars given in compliance with the GEM Listing Rules 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 website of the Stock Exchange at www.hkexnews.hk for at least 7 days from the date of its publication and on the website of the Company at www.etsgroup.com.hk.