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HAO BAI INTERNATIONAL (CAYMAN) LIMITED

浩柏國際(開曼)有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 8431)

APPOINTMENT OF EXECUTIVE DIRECTOR

This announcement is made by Hao Bai International (Cayman) Limited (the "**Company**", together with its subsidiaries, the "**Group**") pursuant to Rule 17.50(2) of the Rules (the "**GEM Listing Rules**") Governing the Listing of Securities on GEM of The Stock Exchange of Hong Kong Limited (the "**Stock Exchange**").

APPOINTMENT OF EXECUTIVE DIRECTOR

The Board announces that Mr. Jiang Bin (蔣斌) has been appointed as an executive Director of the Company with effect from 27 October 2025.

Mr. Jiang, aged 55, holds a college diploma. Mr. Jiang previously served as a Sales Director at the Mianyang Branch of China Ping An Insurance Company and as the Deputy General Manager of Zhongshang Huaxia Asset Management Co., Ltd., where he has been the General Manager since 2022. Mr. Jiang possesses over 20 years of experience in sales and team management, excelling in customer development and maintenance, with outstanding market insight and negotiation skills. He has successfully led teams to achieve business targets, transitioning smoothly from sales management to comprehensive enterprise operations management.

Mr. Jiang has entered into a service agreement (the "**Service Agreement**") with the Company and the service agreement may be terminated by either party by written notice of not less than one month. He is subject to retirement and re-election in accordance with the Articles of Association of the Company. Mr. Jiang is entitled to a basic salary of HK$20,000 per month plus a discretionary bonus, which shall be determined with reference to his duties, responsibilities and experience, and to prevailing market conditions, and is subject to annual review by the remuneration committee of the Company.

Save as disclosed above, Mr. Jiang (i) has not held any other positions with any members of the Group; (ii) is not related to any Directors, senior management or substantial shareholders or the controlling shareholders (as defined under the GEM Listing Rules) of the Company; (iii) is not interested in the shares of the Company within the meaning of Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong); (iv) has not held any other directorships in any other listed public companies in the last three years as at the date of this announcement; and (v) there are no other matters relating to the appointment of Mr. Jiang that need to be brought to the attention of holders of securities of the Company and there is no other information that should be disclosed pursuant to the requirements of Rule 17.50(2) of the GEM Listing Rules.

The Board would like to take this opportunity to express its warmest welcome to Mr. Jiang in joining the Company.

By order of the Board
Hao Bai International (Cayman) Limited
Liu Mingqing
Chairman and Executive Director

Hong Kong, 27 October 2025

As at the date of this announcement, the executive Directors are Mr. Liu Mingqing, Mr. Ng Wan Lok, Ms. Wong Wing Hung and Mr. Jiang Bin; and the independent non-executive Directors are Mr. Yuen Wai Keung, Mr. Cheung Hiu Fung and Mr. Yiu Chi Wai.

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 at www.hkexnews.hk for at least seven days from the date of its posting. This announcement will also be published and remained on the Company's website at https://www.irasia.com/listco/hk/haobai/.