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**HONG WEI (ASIA) HOLDINGS COMPANY LIMITED**

**鴻偉（亞洲）控股有限公司**

*(Incorporated in Hong Kong with limited liability)*

**(Stock code: 8191)**

**CHANGE OF DIRECTORS  
AND  
CHANGE OF COMPOSITION OF THE BOARD COMMITTEES**

The Board announces that:

1. Ms. Liu Yan has been appointed as an Executive Director of the Company with effect from 9 January 2026;
2. Mr. Chen Gang has been appointed as a Non-executive Director of the Company with effect from 9 January 2026;
3. Ms. Zhao Jianhong has been appointed as an Independent Non-executive Director, member of Audit Committee and Nomination Committee of the Company with effect from 9 January 2026; and
4. Ms. Qian Xiaoyu has resigned as an Independent Non-executive Director and a member of Audit Committee of the Company with effect from 9 January 2026.

## APPOINTMENT OF EXECUTIVE DIRECTOR

The board (the “**Board**”) of directors (the “**Directors**”) of Hong Wei (Asia) Holdings Company Limited (the “**Company**”) announces that Ms. Liu Yan (劉艷) (“**Ms. Liu**”) has been appointed as an Executive Director of the Company with effect from 9 January 2026.

The biographical details of Ms. Liu are as follows:

Ms. Liu, aged 51, holds a master's degree from Chinese Academy of Forestry and has more than 25 years of experience in the forestry and wood and bamboo processing industries. Ms. Liu previously served as the general manager of Hongwei Wooden Products (Renhua) Co. Ltd., a principal operating subsidiary of the Group, where she was fully responsible for the overall operation of the company’s particleboard production line with an annual production capacity of 500,000 cubic meters, and managing the industrialized operation of the Group's raw material forest bases of over 110,000 mu.

Ms. Liu possesses solid professional expertise in forest resource cultivation, advanced processing of timber and bamboo, under-forest economy and forestry mechanization, and in particular, has extensive experience in promoting industry-academia-research collaboration, research and development of bamboo-based new materials, and integration of the entire bamboo industry chain. She has led collaborative projects with numerous research institutions and universities, and has been responsible for the operation and management of relevant research centers and doctoral workstations.

The Company has entered into a service agreement with Ms. Liu for a term of three years commencing from 9 January 2026, which may be terminated by either party giving to the other not less than one month’s prior notice in writing. Ms. Liu is entitled to a Director’s fee of HK\$120,000 per annum, which was determined by the Board with recommendations from the remuneration committee of the Company having considered a range of factors including her experience, her duties and responsibilities in the Group, the remuneration structure of the Group and levels of remuneration for peers in the market. Ms. Liu shall be subject to retirement at the next following general meeting of the Company after her appointment and shall then be eligible for re-election at that meeting. Ms. Liu shall also be subject to retirement by rotation at least once every three years at the annual general meetings of the Company since her last re-election pursuant to the memorandum and articles of association of the Company.

Save as disclosed herein, as at the date of this announcement, (i) Ms. Liu does not hold any position in the Company or any of its subsidiaries nor does he have any relationship with any Director, senior management or substantial or controlling shareholders of the Company; (ii) Ms. Liu has not held any directorship in other public companies, the securities of which are listed on any securities market in Hong Kong or overseas in the past three years or other major appointments and professional qualifications; and (iii) Ms. Liu does not have, and 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 herein, there is no information relating to the appointment of Ms. Liu that needs to be brought to the attention of the shareholders of the Company nor is there any information relating to Ms. Liu that is required to be disclosed pursuant to Rules 17.50(2)(h) to (v) of the GEM Listing Rules.

## **APPOINTMENT OF NON-EXECUTIVE DIRECTOR**

The Board of the Company announces that Mr. Chen Gang (陳剛) (“**Mr. Chen**”) has been appointed as a Non-executive Director of the Company with effect from 9 January 2026.

The biographical details of Mr. Chen are as follows:

Mr. Chen, 52, graduated from China West Normal University (formerly known as Nanchong Normal College) with a major in Trade Economics. He possesses over 25 years of cross-industry management, investment operations and corporate strategic planning experience, combining deep industrial operational expertise with professional capital operation capabilities. Since December 2018, Mr. Chen has served as vice president and director of Guangdong Micro Technology Co., Ltd., (廣東微觀科技有限公司) where he expands cross-sector management practices in the technology industry and deepens his understanding of aligning technology enterprise operational models with capital markets.

The Company has entered into a service agreement with Mr. Chen for a term of three years commencing from 9 January 2026, which may be terminated by either party giving to the other not less than one month's prior notice in writing. Mr. Chen is entitled to a Director's fee of HK\$120,000 per annum, which was determined by the Board with recommendations from the remuneration committee of the Company having considered a range of factors including his experience, his duties and responsibilities in the Group, the remuneration structure of the Group and levels of remuneration for peers in the market. Mr. Chen shall be subject to retirement at the next following general meeting of the Company after his appointment and shall then be eligible for re-election at that meeting. Mr. Chen shall also be subject to retirement by rotation at least once every three years at the annual general meetings of the Company since his last re-election pursuant to the memorandum and articles of association of the Company.

As at the date of this announcement, Mr. Chen has conditionally agreed to subscribe for 2,083,333 shares of the Company at HK\$0.128 per subscription share according to the announcements dated 29 December 2025 and 30 December 2025. Upon completion of subscription, Mr. Chen will be interested in 2.83% of the total issued shares of the Company.

Save as disclosed herein, as at the date of this announcement, (i) Mr. Chen does not hold any position in the Company or any of its subsidiaries nor does he have any relationship with any Director, senior management or substantial or controlling shareholders of the Company; (ii) Mr. Chen has not held any directorship in other public companies, the securities of which are listed on any securities market in Hong Kong or overseas in the past three years or other major appointments and professional qualifications; and (iii) Mr. Chen does not have, and 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 herein, there is no information relating to the appointment of Mr. Chen that needs to be brought to the attention of the shareholders of the Company nor is there any information relating to Mr. Chen that is required to be disclosed pursuant to Rules 17.50(2)(h) to (v) of the GEM Listing Rules.

## **APPOINTMENT OF INDEPENDENT NON-EXECUTIVE DIRECTOR**

The Board of the Company announces that Ms. Zhao Jianhong (趙建紅) (“**Ms. Zhao**”) has been appointed as an Independent Non-executive Director of the Company with effect from 9 January 2026.

The biographical details of Ms. Zhao are as follows:

Ms. Zhao, aged 58, obtained her Master of Economic Management degree from the Guangdong Academy of Social Sciences and has nearly over 30 years of experience in finance and corporate management, with strong leadership and management abilities. She worked in major financial institutions and renowned enterprises. She currently serves as the chairman of Haifeng Industrial Investment (Guangdong) Co., Ltd., (海峰產業投資(廣東)有限公司) where she is deeply involved in capital operation activities related to Guangdong Zhongke Kechuang Venture Investment Management (廣東中科科創創業投資管理). Ms. Zhao also currently serves as the vice chairman of the Zhongshan Federation of Industry and Commerce (General Chamber of Commerce), the honorary president of the Zhongshan Science and Technology Finance Innovation Promotion Association and the executive vice president of the Zhongshan Women Entrepreneurs Association.

Since 21 February 2025, Ms. Zhao has been serving as an executive director of Pengo Holdings Group Limited, a company listed on the Main Board of the Stock Exchange (Stock Code: 1865).

Ms. Zhao was identified and selected in accordance with the policy for the nomination of Directors, the nomination procedures and board diversity policy of the Company in consideration of factors including but not limited to gender, age, cultural and educational background, skills, knowledge, qualifications and experience etc.

The Nomination Committee and the Board recommended the appointment of Ms. Zhao as an Independent Non-executive Director of the Company. The Board has considered the Company’s board diversity policy, including but not limited to gender, professional skills, qualifications and experience, as well as the development of the Group. The Board believes that with Ms. Zhao’s extensive experience in corporate and financial management, she will provide objective, independent and adequate analysis for the Company’s business development, making the Board structure more balanced and enhancing the supervisory function of the Board’s operations.

The Company has entered into a letter of appointment with Ms. Zhao for a term of three years commencing from 9 January 2026, which may be terminated by either party giving to the other not less than one month's prior notice in writing. Ms. Zhao is entitled to a Director's fee of HK\$120,000 per annum, which was determined by the Board with recommendations from the remuneration committee of the Company having considered a range of factors including her experience, her duties and responsibilities in the Group, the remuneration structure of the Group and levels of remuneration for peers in the market. Ms. Zhao shall be subject to retirement at the next following general meeting of the Company after her appointment and shall then be eligible for re-election at that meeting. Ms. Zhao shall also be subject to retirement by rotation at least once every three years at the annual general meetings of the Company since her last re-election pursuant to the memorandum and articles of association of the Company.

Ms. Zhao confirmed that (i) she met the independence criteria as set out in Rule 5.09 of the GEM Listing Rules; (ii) she has no past or present financial or other interest in the business of the Company or its subsidiaries or any connection with any core connected person (as defined under the GEM Listing Rules) of the Company; and (iii) there are no other factors that may affect her independence at the time of her appointment. Taking into account all of the circumstances described above, the Board considers that Ms. Zhao is independent.

Save as disclosed herein, as at the date of this announcement, (i) Ms. Zhao does not hold any position in the Company or any of its subsidiaries nor does he have any relationship with any Director, senior management or substantial or controlling shareholders of the Company; (ii) Ms. Zhao has not held any directorship in other public companies, the securities of which are listed on any securities market in Hong Kong or overseas in the past three years or other major appointments and professional qualifications; and (iii) Ms. Zhao does not have, and 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 herein, there is no information relating to the appointment of Ms. Zhao that needs to be brought to the attention of the shareholders of the Company nor is there any information relating to Ms. Zhao that is required to be disclosed pursuant to Rules 17.50(2)(h) to (v) of the GEM Listing Rules.

The Board wishes to extend a welcome to the new Directors in joining the Board.

## **RESIGNATION OF INDEPENDENT NON-EXECUTIVE DIRECTOR**

The Board announces that Ms. Qian Xiaoyu (錢小瑜) (“**Ms. Qian**”) has tendered her resignation as an Independent Non-executive Director of the Company with effect from 9 January 2026 in order to devote more time to other personal commitments.

Ms. Qian has confirmed that she has no disagreement with the Board and there are no other matters in relation to her resignation that need to be brought to the attention of The Stock Exchange of Hong Kong Limited and the shareholders of the Company.

The Board would like to express its sincere gratitude to Ms. Qian for her valuable contribution to the Company during her tenure of services.

## **CHANGE OF COMPOSITION OF THE BOARD COMMITTEES**

The Board further announces that following the appointment of Ms. Liu as Executive Director, Mr. Chen as Non-Executive Director, Ms. Zhao as Independent Non-executive Director, and the resignation of Ms. Qian as the Independent Non-executive Director of the Company, the composition of the board committees has been changed as follows with effect from 9 January 2026:

1. Ms. Qian ceased to be the member of Audit Committee of the Company; and
2. Ms. Zhao has been appointed as the member of Audit Committee and Nomination Committee of the Company.

By order of the Board  
**Hong Wei (Asia) Holdings Company Limited**  
**Wong Cheung Lok**  
*Chairman*

Hong Kong, 9 January 2026

*As at the date of this announcement, the executive Directors are Mr. Wong Cheung Lok, Mr. Wong Kin Ching and Ms. Liu Yan, the non-executive Director is Mr. Chen Gang, and the independent non-executive Directors are Mr. Cheung Wai Yin Wilson, Mr. Guo Ensheng and Ms. Zhao Jianhong.*

*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 the 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 Stock Exchange's website at [www.hkexnews.hk](http://www.hkexnews.hk) on the "Latest Company Announcements" page for at least 7 days from the date of its publication and on the website of the Company at [www.hongweiasia.com](http://www.hongweiasia.com).*