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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)

(1) APPOINTMENT OF EXECUTIVE DIRECTOR; (2) RESIGNATION OF EXECUTIVE DIRECTOR AND CHAIRMAN OF THE BOARD; (3) RESIGNATION OF EXECUTIVE DIRECTOR; (4) APPOINTMENT OF INDEPENDENT NON-EXECUTIVE DIRECTOR; AND (5) CHANGES IN THE COMPOSITION OF THE BOARD COMMITTEES

The board (the “**Board**”) of directors (the “**Director(s)**”) of Hao Bai International (Cayman) Limited (the “**Company**”, together with its subsidiaries, the “**Group**”) is pleased to announce that:

(a) Mr. Zhang Jiaqing (“**Mr. Zhang**”) has been appointed as an executive Director of the Company with effect from 16 February 2026;

(b) Mr. Liu Mingqing (“**Mr. Liu**”) has tendered his resignation as the executive Director and chairman of the Board of the Company with effect from 16 February 2026;

(c) Mr. Jiang Bing (“**Mr. Jiang**”) has tendered his resignation as the executive Director of the Company with effect from 16 February 2026; and

(d) Mr. Wong Ming Fair Victor (“**Mr. Wong**”) has been appointed as an independent non-executive Director and a member of the Audit Committee; Remuneration Committee and Nomination Committee of the Company, with effect from 16 February 2026.

APPOINTMENT OF EXECUTIVE DIRECTOR

Mr. Zhang Jiaqing (張家擎) has been appointed as an executive Director of the Company with effect from 16 February 2026.

Mr. Zhang, aged 40, holds a college diploma in Computer Technology from Jilin University. Mr. Zhang currently serves as a senior executive and supply chain director at a domestic fresh food chain enterprise. Mr. Zhang is responsible for the overall coordination of supply chain system construction, market operation and team management. He possesses outstanding practical abilities in market layout, brand marketing, and supply chain control and has a deep understanding of consumer market trends and end-to-end operational management.

Mr. Zhang has many years of experience in the consumer sector and over ten years of sales management experience in the liquor industry, he has led his team to achieve market expansion and

performance targets. Mr. Zhang has also been deeply involved in the retail industry, accumulating mature marketing and market operation management capabilities.

Mr. Zhang 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. Zhang is entitled to a basic salary of HK\$10,000 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. Zhang (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. Zhang 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. Zhang in joining the Company.

RESIGNATION OF EXECUTIVE DIRECTOR AND CHAIRMAN OF THE BOARD

Mr. Liu Mingqing (劉明卿) has tendered his resignation as an executive Director and chairman of the Board of the Company with effect from 16 February 2026 due to his desire to devote more time to his personal endeavours.

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

The Board would like to take this opportunity to express its sincere gratitude to Mr. Liu for his contribution to the Company during his tenure.

RESIGNATION OF EXECUTIVE DIRECTOR

Mr. Jiang Bin (蔣斌) has tendered his resignation as an executive Director of the Company with effect from 16 February 2026 due to his desire to devote more time on his other business commitments.

Mr. Jiang confirmed that he has no disagreement with the Board and there is no matter relating to his resignation that needs to be brought to the attention of the Shareholders or the Stock Exchange.

The Board would like to take this opportunity to express its sincere gratitude to Mr. Jiang for his contribution to the Company during his tenure.

APPOINTMENT OF INDEPENDENT NON-EXECUTIVE DIRECTOR

Mr. Wong Ming Fair Victor (王明輝) has been appointed as an independent non-executive Director and a member of the Audit Committee; Remuneration Committee and Nomination Committee of the Company, with effect from 16 February 2026.

Mr. Wong, aged 42, graduated from the University of British Columbia with a bachelor's degree in economics. He has served in several public and private positions, making valuable contributions to both sectors. Mr. Wong is currently a committee member of the Jiangsu Province Huai'an Municipal Political Consultative Conference and the Guizhou Province Youth Federation. He also serves as a committee member of the Kwai Tsing District Fire Safety Committee. Mr. Wong holds the position of President at the Hong Kong General Chamber of Commerce, President of the Hong Kong Huai'an Association and Vice President of the Jiangsu Hong Kong Cultural Promotion Association. He is an executive director of the Zhufu Hong Kong Foundation and the Business Community Support Rehabilitation Committee. Mr. Wong has close to 10 years of experience in the financial services industry.

He currently also serves as an executive Director of Capital Finance Holdings Limited (stock code: 8239) and an independent non-executive director of Goldway Education Group Limited (stock code: 8160), both companies are listed on GEM of the Hong Kong Stock Exchange. He also serves as a Director of Lao Hai Shing, a globally renowned business specializing in European fabric trade and tailored suits.

Mr. Wong has entered into a letter of appointment with the Company as an independent non-executive Director for an initial term of three years commencing from 16 February 2026. He is subject to retirement and re-election in accordance with the Articles of Association of the Company. Mr. Wong is entitled to a director's fee of HK\$7,500 per month which was determined by the Board with reference to his duties and responsibilities with the Company and the prevailing market rate for his position as an independent non-executive Director.

Save as disclosed above, Mr. Wong (i) does not hold any other positions with the Company or any members of the Group; (ii) does not have any relationship with any Directors, senior management or substantial shareholders or the controlling shareholders (has the meaning as defined under the GEM Listing Rules) of the Company; (iii) does not have any interest 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 confirmed that he meets the independence criteria as set out in Rule 5.09 of the GEM Listing Rules; and (v) has not held any other directorships in any other listed public companies in the last three years as at the date of this announcement.

Mr. Wong has confirmed (a) his independence as regard to each of the factors contained in Rule 5.09 of the Rules Governing the Listing of Securities on GEM of The Stock Exchange of Hong Kong Limited (the "GEM Listing Rules"); (b) that he had no past or present or other interest in the business of the Company or its subsidiaries or any connection with any core connected persons of the Company; and (c) that there are no other factors that may affect his independence at the time of his appointment.

Save as disclosed herein, there are no other matters relating to the appointment of Mr. Wong that need to be brought to the attention of the shareholders of the Company or are required to be disclosed

pursuant to Rule 17.50(2)(h) to (v) of the GEM Listing Rules.

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

By order of the Board
Hao Bai International (Cayman) Limited
Ng Wan Lok
Executive Director

Hong Kong, 16 February 2026

As at the date of this announcement, the executive Directors are Mr. Ng Wan Lok, Ms. Wong Wing Hung and Mr. Zhang Jiaqing; and the independent non-executive Directors are Mr. Cheung Hiu Fung, Mr. Yiu Chi Wai and Mr. Wong Ming Fair Victor.

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/>.