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萬勵達
WAN LEADER

WAN LEADER INTERNATIONAL LIMITED
萬勵達國際有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 8482)

(1) CHANGE OF CEO AND (2) DESIGNATION OF LEAD INDEPENDENT NON-EXECUTIVE DIRECTOR

RESIGNATION OF CEO

The Board (the "**Board**") of directors (the "**Directors**") of Wan Leader International Limited (the "**Company**", together with its subsidiaries, the "**Group**") announced that Mr. Liao Daichun ("**Mr. Liao**") has tendered his resignation as the chief executive officer of the Company (the "**CEO**") with effect from 30 April 2026 for devoting more time to his other business commitments.

Mr. Liao has confirmed that (i) he has no claim against the Company in respect of his resignation and there is no disagreement between him and the Board; and (ii) there are no matters that need to be brought to the attention the shareholders of the Company (the "**Shareholders**") in relation to his resignation.

The Board would like to take this opportunity to express its sincere gratitude to Mr. Liao for his valuable contribution to the Board during his tenure of office as the CEO.

APPOINTMENT OF CEO

Following the resignation of Mr. Liao, the Board further announces that Mr. Loy Hak Yu Thomas ("**Mr. Thomas Loy**") is appointed as the CEO with effect from 30 April 2026. Upon Mr. Thomas Loy's appointment, Mr. Thomas Loy will also serve as the executive Director, the chairman, the member of nomination committee of the Board.

Mr. Thomas Loy, aged 55, was appointed as a Director of the Company on 10 August 2017 and re-designated as executive Director and appointed as chairman of our Board on 1 November 2017. He is responsible for the overall business development, strategy and day to day management of the Group. He has over 30 years of experience in the logistics industry and has obtained valuable knowledge in the overall development of sales and operations management and procedures in this field.

Mr. Thomas Loy's terms of service with the Company continues to be governed by his existing service contract with the Company. As a Director, he is subject to retirement by rotation and will be eligible for re-election at the annual general meetings of the Company in accordance with the articles of association of the Company (the "**Articles**"). Mr. Thomas Loy is entitled to a remuneration package comprising of a monthly base salary of HK$135,000, mandatory provident fund and with performance bonus at the discretion of the Board. The remuneration package entitled by Mr. Thomas Loy is determined by the remuneration committee of the Company with reference to his responsibilities, time commitment and prevailing market conditions.

As at the date of this announcement, Mr. Thomas Loy is deemed to be interested in 200 shares of the Company. Save as disclosed above, Mr. Thomas Loy, does not have, and is not deemed to have, any interests in any shares or underlying shares of the Company within the meaning of Part XV of the Securities and Futures Ordinance, Chapter 571 of the Laws of Hong Kong.

Mr. Thomas Loy does not hold any directorships in other listed companies in Hong Kong or overseas during the three years preceding the date of this announcement, or any other major appointments or professional qualifications. Save as disclosed above, there is no other information relating to the appointment of Mr. Thomas Loy as the CEO in the Company that is required to be disclosed pursuant to Rules 17.50(2)(h) to 17.50(2)(v) of the Rules Governing the Listing of Securities on GEM (the "**GEM Listing Rules**") of The Stock Exchange of Hong Kong Limited (the "**Stock Exchange**") nor any matter that needs to be brought to the attention of the Shareholders or the Stock Exchange.

DEVIATION FROM THE CORPORATE GOVERNANCE CODE

As Mr. Thomas Loy is both the chairman and the CEO, such practice deviates from code provision C.2.1 of the Corporate Governance Code as set forth in Part 2 of Appendix C1 of the GEM Listing Rules (the "**CG Code**"). The Board believes that vesting the roles of both the chairman and the CEO in the same person can facilitate the execution of the Group's business strategies and boost effectiveness of its operation. The Board considers that the deviation from the code provision C.2.1 of the CG Code is appropriate in such circumstance. In addition, under the supervision of the Board which is comprised of two executive Directors, two non-executive Directors and three independent non-executive Directors, the Board is appropriately structured with balance of power to provide sufficient checks to protect the interests of the Company as a whole.

DESIGNATION OF LEAD INDEPENDENT NON-EXECUTIVE DIRECTOR

The Company is pleased to announce that Mr. Wan San Fai Vincent ("**Mr. Wan**"), currently an independent non-executive director (each "**INED**" and collectively "**INEDs**") and is the chairman of Remuneration Committee, and a member of each of Audit and Nomination Committee of the Company, has been designated as the lead independent non-executive director (the "**Lead INED**") with effect from 30 April 2026.

The Lead INED will not have a separate or higher level of liability relative to other INEDs. Mr. Wan's primary responsibility as the Lead INED is to facilitate and strengthen communication (i) among INEDs; (ii) between INEDs and the rest of the board of directors (the "**Board**"); and (iii) with shareholders (in particular, minority shareholders).

The designation of Lead INED is introduced with reference to the recently amended Corporate Governance Code as set out in Appendix C1 to the GEM Listing Rules which has come into effect on 1 July 2025. The Board believes that the designation of the Lead INED can strengthen the effectiveness and diversity of the Board, and further enhance good corporate governance practices across the Company.

By order of the Board
Wan Leader International Limited
Loy Hak Yu Thomas
Chairman, Executive Director and CEO

Hong Kong, 30 April 2026

As at the date of this announcement, the Board comprises two executive Directors, namely, Mr. Loy Hak Yu Thomas and Ms. Qu Tianyun; two non-executive Directors, namely Mr. Li Shiu Tong Andrew and Mr. Yau Tung Shing; and three independent non-executive Directors, namely, Mr. Chow Chi Wing, Mr. Tam Chi Ming George and Mr. Wan San Fai Vincent.

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, (i) the information contained in this announcement is accurate and complete in all material respects and not misleading or deceptive; and (ii) 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 for at least seven days from the date of its posting. This announcement will also be published on the website of the Company at www.wanleader.com.