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凱聯國際酒店有限公司
Associated International Hotels Limited
(Incorporated in Hong Kong with limited liability)

(Stock Code: 105)

**RE-DESIGNATION OF CHAIRMAN OF THE BOARD, CHIEF EXECUTIVE OFFICER
AND CHAIRMAN OF THE NOMINATION COMMITTEE;
AND
APPOINTMENT OF EXECUTIVE DIRECTOR AND
CHIEF OPERATION OFFICER**

Reference is made to the joint announcement of Tian Teck Land Limited (“**TTL**”) and Associated International Hotels Limited (“**Company**”) dated 13 October 2022 in respect of, inter alia, the passing away of Mr Cheong Hooi Hong, the chairman of the Board, an executive director, the chief executive officer and the chairman of nomination committee of each of the Company and TTL, on 11 October 2022.

The board of directors (“**Board**”) of the Company is pleased to announce the following changes with effect from 1 January 2023:

- (1) Mr Cheong Kheng Lim has been re-designated (i) from the deputy chairman to the chairman of the Board, (ii) from the chief operation officer (“**COO**”) to the chief executive officer (“**CEO**”), and (iii) from a member to the chairman of the nomination committee (“**NC**”) of the Company; and
- (2) Mr Cheong Tiong Ham has been appointed as an executive director and the COO of the Company.

**RE-DESIGNATION OF CHAIRMAN OF THE BOARD, CEO AND CHAIRMAN OF THE NC
— MR CHEONG KHENG LIM**

Mr Cheong Kheng Lim (“**Mr KL Cheong**”), aged 73, is an executive director (“**ED**”) and the authorised representative of the Company and its listed parent company, TTL. He has been a director of the Company and TTL since 1984 and 1969 respectively. He is also a director of the Company’s ultimate holding company, Tian Teck Investment Holding Co., Limited and various subsidiaries of the Group. Prior to his re-designations as chairman of the Board, CEO and chairman of the NC of the Company and TTL on 1 January 2023, Mr KL Cheong is the COO of the Company, and the deputy chairman of the Board and a member of the NC of both the Company and TTL. Upon his re-designation of the new positions in the Company, Mr KL Cheong’s service contract as the COO and appointment letter in respect of deputy chairman

of the Board and ED of the Company shall be determined. He will enter into a service contract with the Company as the CEO and an appointment letter as the chairman of the Board and ED of the Company with effect from 1 January 2023. Pursuant to the new service contract, there is no specific term of appointment of Mr KL Cheong except that such appointment can be determined by either party serving on the other not less than 3 months' notice in writing or by termination, without re-appointment, of his office as a director of the Company. His directorship shall, in addition to the said 3 months' notice proviso, be subject to the provisions of the Company's Articles of Association including but not limited to those governing the rotation, retirement, removal and vacation of directors.

Mr KL Cheong is the brother of Messrs Cheong Keng Hooi (a substantial shareholder (as defined in the Securities and Futures Ordinance ("SFO")) of TTLL) and Cheong Sim Lam, who are directors of the Company and TTLL, and together with them and the late Mr Cheong Hooi Hong he owns Tian Teck Investment Holding Co., Limited, the controlling shareholder (as defined in the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited ("Listing Rules")) of TTLL. He is also the father of Miss Cheong Chong Ling who is an ED of the Company and TTLL and Mr Cheong Tiong Ham, the newly appointed ED of the Company and TTLL.

As at the date hereof, Mr KL Cheong is a substantial shareholder having an interest in 25,589,715 shares in the Company within the meaning of Part XV of the SFO, of which 24,555,715 shares are held by him and 1,034,000 shares are held by his spouse, Ms Lim Yoke Soon. As at such date, he is also a substantial shareholder interested in 46,139,164 shares in TTLL, of which 46,023,872 shares are held by him and 115,292 shares are held by his spouse.

The director's fee of Mr KL Cheong is HK\$50,000 per annum. Under the new service contract, he is entitled to a basic salary of HK\$120,000 per month, a discretionary bonus and other emoluments, principally payment of salaries tax, provision of a residential property as quarters for him and his family, and travelling, housing and insurance-related expenses, pursuant to the policy of the Company. Other than those covered by the service contract as mentioned, the Company will also, subject to the Company's policy, provide Mr KL Cheong a car and pay all car-related expenses and medical fee for him and his family. Mr KL Cheong's emoluments are determined by the remuneration committee of the Company under the delegation of the Board with reference to the Company's results, his work-load and market conditions. Being an ED of TTLL, Mr KL Cheong is also entitled to a director's fee of HK\$50,000 per annum from that company.

Save as disclosed above, there are no matters concerning Mr KL Cheong that need to be brought to the attention of the shareholders of the Company nor any information to be disclosed pursuant to the requirements of Rule 13.51(2) of the Listing Rules.

APPOINTMENT OF ED AND COO — MR CHEONG TIONG HAM

Mr Cheong Tiong Ham (also known as Benz Cheong Tiong Ham) ("Mr TH Cheong"), aged 48, has been appointed as an ED of the Company and TTLL, and the COO of the Company with effect from 1 January 2023. For the appointments as the COO and ED of the Company, he will enter into a service contract and an appointment letter with the Company respectively.

Pursuant to the service contract, there is no specific term of appointment of Mr TH Cheong except that such appointment can be determined by either party serving on the other not less than 3 months' notice in writing or by termination, without re-appointment, of his office as a director of the Company. His directorship shall, in addition to the said 3 months' notice proviso, be subject to the provisions of the Company's Articles of Association including but not limited to those governing the rotation, retirement, removal and vacation of directors.

Mr TH Cheong joined the Company as leasing manager in 2003 and has been the Head of Leasing and Marketing Department of the Company since 2009. He holds a degree of Bachelor of Science in Business Administration from Boston University in the United States and a degree of Master of Applied Finance from the University of Melbourne in Australia. He has not been a director of any other listed public companies in the 3 years prior to the date of this announcement.

Mr TH Cheong is the son of Mr KL Cheong (a substantial shareholder of the Company and TTLL), the brother of Miss Cheong Chong Ling and the nephew of Messrs Cheong Keng Hooi (a substantial shareholder of TTLL) and Cheong Sim Lam, who are directors of the Company and TTLL.

As at the date hereof, Mr TH Cheong has an interest in 1,076,009 shares in the Company within the meaning of Part XV of the SFO, of which 1,068,000 shares are held by him and 8,009 shares are held by his spouse, Ms Lim Chien Peng. As at such date, he also has an interest in 270,000 shares in TTLL.

Following his appointments, the director's fee of Mr TH Cheong is HK\$50,000 per annum. Under the service contract, he is entitled to a basic salary of HK\$60,000 per month, a discretionary bonus and other emoluments, principally MPF, travelling and insurance-related expenses, and education allowance for his children, pursuant to the policy of the Company. Other than those covered by the service contract as mentioned, the Company will also, subject to the Company's policy, provide Mr TH Cheong a car and pay all car-related expenses and medical fee for him and his family. Mr TH Cheong's emoluments are determined by the remuneration committee of the Company under the delegation of the Board with reference to his experience and duties, market conditions and the results of the Company. Being an ED of TTLL, Mr TH Cheong is also entitled to a director's fee of HK\$50,000 per annum from that company.

Save as disclosed above, there are no matters concerning Mr TH Cheong that need to be brought to the attention of the shareholders of the Company nor any information to be disclosed pursuant to the requirements of Rule 13.51(2) of the Listing Rules.

COMPLIANCE WITH RULE 3.27A OF THE LISTING RULES

Following the appointment of Mr KL Cheong as the chairman of the Board and chairman of the NC of the Company, the requirement under Rule 3.27A of the Listing Rules, which stipulates that a listed company must establish a NC chaired by the chairman of the board or an independent non-executive director, has been complied with.

The Board of the Company would like to take this opportunity to welcome Mr KL Cheong and Mr TH Cheong on their appointments for the new positions.

By order of the Board
Associated International Hotels Limited
Ng Sau Fong
Company Secretary

Hong Kong, 20 December 2022

As at the date of this announcement, Mr Cheong Kheng Lim, Mr Cheong Keng Hooi, Mr Cheong Sim Lam and Miss Cheong Chong Ling are executive directors, and Mr Chow Wan Hoi, Paul, Mr Wong Yiu Tak and Mr Lee Chung are independent non-executive directors.

Note: The translation into Chinese language of this announcement is for reference only. In case of any inconsistency, the English version shall prevail.